

MINISTRY OF EDUCATION

Report of the Committee

Representing Local Education Authorities
and Teachers on

Scales of Salaries for the Teaching Staff of Farm Institutes and for Teachers of Agricultural (including Horticultural) Subjects

on the Staff of Local Education Authorities

ENGLAND AND WALES

1959



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Letter from Sir Thomas Creed forwarding the Report to the
Minister of Education

28th July, 1959.

MY DEAR MINISTER,

I submit for your approval the enclosed Report of the Committee on Scales of Salaries for the Teaching Staff of Farm Institutes and for Teachers of Agricultural (including Horticultural) Subjects containing their recommendations for salary scales to come into operation on 1st October, 1959.

Yours sincerely,

T. P. CREED,

Chairman.

The Rt. Hon. Geoffrey Lloyd, M.P.,
Minister of Education,
Curzon Street House,
Curzon Street,
London, W.1.

Letter from the Minister of Education in reply

12th August, 1959.

DEAR SIR THOMAS CREED,

Thank you for your letter of the 28th July with which you sent me the Report containing the recommendations of the Committee on Scales of Salaries for the Teaching Staff of Farm Institutes and for Teachers of Agricultural (including Horticultural) Subjects. I am glad to be able to inform you that I approve the Committee's Report and that, in pursuance of the provisions of Section 89 of the Education Act, 1944, an Order will be made to bring the new salary scales into operation on the 1st October, 1959.

I am most grateful to you and to the members of the Committee for the time and effort which you and they have given to the preparation of this Report.

Yours sincerely,

GEOFFREY LLOYD.

Sir Thomas Creed, K.B.E., M.C., Q.C.

SCALES OF SALARIES FOR THE TEACHING STAFF OF FARM INSTITUTES AND FOR TEACHERS OF AGRICULTURAL (INCLUDING HORTICULTURAL) SUBJECTS, ON THE STAFF OF LOCAL EDUCATION AUTHORITIES

SECTION A

DURATION OF THE SCALES

The scales of salary prescribed in this Report come into force on 1st October, 1959, and shall continue in operation until 31st March, 1962 and thereafter from year to year unless either Panel shall give to the other Panel not less than one year's notice in writing to terminate the operation of the scales on 31st March in any year.

SECTION B

CATEGORIES OF TEACHERS TO WHICH THE SCALES OF SALARY ARE APPLICABLE

The scales of salary apply to teachers who are employed in full-time service exclusively in that capacity whether as members of the teaching staff of farm institutes or as teachers of agricultural subjects (including horticultural and related subjects) on the staff of local education authorities.

SECTION C

EQUAL PAY INCREMENT

1. In the case of a woman, to the salary as otherwise determined under the provisions of this Report, there shall be an addition (to be known as the Equal Pay Increment) at the rate of the proportion specified in paragraph 2 following of the difference between the said salary and the salary for a man with equivalent qualifications, training and service, employed in a similar capacity.

2. The relevant proportion for the period set out in column (i) below shall be the proportion specified in column (ii):—

(i) <i>Period</i>		(ii) <i>Equal Pay Increment</i>	
<i>From</i>	<i>To</i>		
1st October, 1959 to 31st March, 1960	Five-Sevenths	
1st April, 1960 to 31st March, 1961	Six-Sevenths	

3. From 1st April, 1961, the salaries prescribed for men shall apply equally to women.

SECTION D

REMUNERATION FOR RESIDENTIAL DUTIES

Remuneration for residential duties by emoluments or otherwise is a matter for determination apart from the provisions of these scales.

SECTION E

COMMITTEE OF REFERENCE

Any question relating to the interpretation of the provisions of this Report brought forward by a local education authority acting through the Authorities' Panel or by any association of teachers acting through the Teachers' Panel, or by the consent of the Chairman of the Farm Institutes Committee shall be considered and determined by the Committee.

SECTION F

GRADING OF POSTS

The grading of posts in the grades of Assistant Grade I, Assistant Grade II, Assistant Grade III and Senior Assistant shall be determined by the Local Education Authority in agreement with the Minister. In considering the grading of posts the Authority should regard Grade I as being appropriate only for work of school standard, i.e. work not above the ordinary level of the General Certificate of Education. For work above school standard, Grade II should be regarded as the appropriate basic scale. The Committee is aware that some of the extra-mural work in agricultural education is of school standard, but normally work in farm institutes is above school standard. The Committee considers, therefore, that normally it is not appropriate to have a fixed establishment of Grade I posts for staff engaged in full-time teaching in farm institutes.

SECTION G

SCALES FOR ASSISTANTS

1. The scales shall be as follows:—

Assistants Grade I

- | | | |
|-----------|----|---|
| For Men | .. | Minimum £520 per annum rising by annual increments of £27 10s. and one final increment of £40 to a maximum of £1,000 per annum. |
| For Women | .. | Minimum £468 per annum rising by annual increments of £22 and one final increment of £24 to a maximum of £800 per annum. |

Assistants Grade II

- | | | |
|-----------|----|---|
| For Men | .. | Minimum £610 per annum rising by annual increments of £27 10s. and one final increment of £40 to a maximum of £1,090 per annum. |
| For Women | .. | Minimum £540 per annum rising by annual increments of £22 and one final increment of £24 to a maximum of £872 per annum. |

Assistants Grade III

- | | | |
|-----------|----|---|
| For Men | .. | Minimum £700 per annum rising by annual increments of £27 10s. and one final increment of £40 to a maximum of £1,180 per annum. |
| For Women | .. | Minimum £612 per annum rising by annual increments of £22 and one final increment of £24 to a maximum of £944 per annum. |

2. The types of teaching service and/or other experience which are recognised for increments on the scales, and the method of determining the correct position of an Assistant upon the scales are indicated in Appendices I and II and illustrated by examples in Appendix VI where the scales are set out in full.

SECTION H

ADDITIONS TO THE SCALES FOR ASSISTANTS

1. *Additions for Training*

For Assistants who satisfy the conditions laid down in Appendix III, additions up to a maximum of four increments, each of £30 in the case of men and of £24 in the case of women, are payable in addition to the minimum and the maximum of the appropriate scale.

2. *Additions for Graduates*

(a) The minimum and maximum of the appropriate scale shall be increased (or in the case of assistants qualifying for the additions under the preceding

paragraph shall be further increased) by £90 in the case of men and £72 in the case of women for assistants who

- (i) hold any of the qualifications set out in Part B of Appendix IV, or
- (ii) under the provisions of the Reports on Scales of Salaries for the Teaching Staff of Farm Institutes 1946 to 1956 were entitled to and received the addition for graduates.

(b) The addition under paragraph 1 and sub-paragraph 2 (a) above shall be further increased by a Good Honours degree addition of £75 in the case of men and £60 in the case of women

- (i) where the teacher holds a First Class Honours degree or a Second Class Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland or in the Republic of Ireland, or a higher degree of such a University obtained by examination or as a result of research work or post-graduate achievement, as defined in Part C of Appendix IV, or

- (ii) where the teacher holds an unclassified Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland or in the Republic of Ireland, which the Local Education Authority is satisfied should be regarded as a Good Honours degree.

SECTION J

SCALES FOR SENIOR ASSISTANTS

1. The scales shall be as follows:—

For Men	..	Minimum £1,180 per annum rising by annual increments of £32 10s. and one final increment of £40 to a maximum of £1,350 per annum.
For Women	..	Minimum £944 per annum rising by annual increments of £26 and one final increment of £32 to a maximum of £1,080 per annum.

2. The method of determining the correct position of a Senior Assistant upon the scales is indicated in Appendix I and is illustrated by examples in Appendix VI where the scales are set out in full.

SECTION K

ADDITIONS TO THE SCALES FOR SENIOR ASSISTANTS

1. *Additions for Training*

For Senior Assistants who satisfy the conditions laid down in Appendix III, additions up to a maximum of four increments, each of £30 in the case of men and of £24 in the case of women, are payable in addition to the minimum and the maximum of the appropriate scale.

2. *Additions for Graduates*

(a) The minimum and maximum of the appropriate scale shall be increased (or in the case of Senior Assistants qualifying for the additions under the preceding paragraph shall be further increased) by £90 in the case of men and £72 in the case of women for Senior Assistants who

- (i) hold any of the qualifications set out in Part B of Appendix IV, or
- (ii) under the provisions of the Reports on Scales of Salaries for the Teaching Staff of Farm Institutes 1946 to 1956 were entitled to and received the addition for graduates.

(b) The addition under paragraph 1 and sub-paragraph 2 (a) above shall be further increased by a Good Honours degree addition of £75 in the case of men and £60 in the case of women

- (i) where the teacher holds a First Class Honours degree or a Second Class Honours degree of a University in the United Kingdom of Great

Britain and Northern Ireland or in the Republic of Ireland, or a higher degree of such a University obtained by examination or as a result of research work or post-graduate achievement, as defined in Part C of Appendix IV, or

- (ii) where the teacher holds an unclassified Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland or in the Republic of Ireland, which the Local Education Authority is satisfied should be regarded as a Good Honours degree.

SECTION L

SPECIAL ALLOWANCES OVER AND ABOVE SCALE SALARY FOR SENIOR ASSISTANTS

1. Allowances over and above the salary otherwise payable shall be granted to Senior Assistants appointed to discharge the duties and responsibilities of a Vice Principal of a Farm Institute and to other Senior Assistants undertaking special responsibilities which, in the opinion of the Local Education Authority, are not adequately recompensed by the Senior Assistants' scale.

2. The number, value and distribution of such allowances shall be decided by the Local Education Authority. The amount of the allowance shall be not less than £100 per annum and not more than £250 per annum.

3. Where, however, the Local Education Authority considers that in the special circumstances of a particular case of a Senior Assistant an allowance of £250 per annum is not adequate, the Authority may, in agreement with the Minister, pay such higher allowance as it deems appropriate.

SECTION M

SALARIES OF PRINCIPALS

1. The salaries or scales of salaries for posts of Principals shall be determined by the Local Education Authority in agreement with the Minister having regard to (a) the guidance which is afforded by the scales for other posts under this Report and the method of applying the scales; (b) the volume of full-time and part-time work, the importance and standard of the work and the number and type of staff for which the Principal is responsible; (c) the responsibilities of the particular post; and (d) salaries for comparable posts of Principals of Establishments for Further Education.

2. Local Education Authorities shall forthwith in agreement with the Minister, review the salaries or scales of salaries for posts of Principals in accordance with paragraph 1 above and adjust as from 1st October, 1959, the salaries of existing Principals having regard to the new scales in this Report for other posts and the method of applying those scales.

SECTION N

SALARIES OF "EXISTING TEACHERS"

Except where expressly provided elsewhere in the conditions of the salary scales no teacher in service on 30th September, 1959, shall receive, by reason of the operation of these scales, a smaller rate of salary than he/she would have been eligible to receive if the Report on Scales of Salaries for the Teaching Staff of Farm Institutes in force on that date had continued in operation.

SECTION O

WITHHOLDING OF INCREMENTS

No increment shall be withheld in respect of any year unless the service for that year has been declared unsatisfactory by the Local Education Authority. The withholding of an increment under this Section shall be limited in its effect on the salary payable for the one year during which the increment is withheld, unless the Local Education Authority otherwise expressly determines.

APPENDIX I

Part A

Method of computing the number of increments in respect of service in the current capacity in determining the salary applicable to a teacher on the appropriate salary scale

(Reference Sections G and J)

1. The conditions in this Appendix and those in respect of war service in Appendix II relate to teaching service and to other service or experience (which is accepted as equivalent to teaching service) in respect of which increments are payable to a teacher in his/her current capacity on the salary scale applicable to him/her. Increments accrue on completion of years of service which are so recognised.

2. The Committee recommend local education authorities to adopt 1st April as a uniform incremental date. In adjusting salaries the general principle which applies is that teachers who remain continuously in service throughout a year beginning on 1st April shall receive the same salary in respect of that year as if increments were given on individual incremental dates on completing an integral number of years of service. In reckoning service for this purpose the number of odd days should be ignored or counted as one month according as it is, or is not, less than 15, i.e., the date of completion of a year's service should be taken as the first of the month which is nearest to the actual date.

In conformity with this general principle, the rule for the calculation of salary in the case of migrants and of teachers discontinuing service and resuming it in the same area is that teachers of the same qualifications and the same amount of service at any particular time who are employed by the same Local Education Authority in similar conditions should have the same rate of salary. This rate is, therefore, determined by considering what salary an existing teacher would be receiving who had been continuously employed in the area and had the same service as the migrant at the date of appointment. An exception to this rule is made in a case where the salary of a teacher has been assessed for a year beginning on 1st April and he/she has subsequently a break in service during that year. Provided the teacher resumes service after the break under the same Authority and in the same status, the rate as so assessed is retained for the remainder of the year.

3. Aggregation for increment purposes of periods of service of less than one year shall be in accordance with the following arrangements:—

- (a) The complete calendar months shall be totalled.
- (b) The odd days at the beginning and end of all periods of service in respect of which increments on the scale are payable where the service included a complete calendar month, and all the days of service where it did not, shall be aggregated and the total thus ascertained divided by 30.
- (c) The quotient shall be taken as complete months to be added to (a) above, and the remainder shall count as one month, or shall not count, according as it is 15 days or over, or less than 15 days.
- (d) In the case of teachers paid at daily rates, service continuing on both sides of the week-end shall be regarded as including the week-end, but the school vacations shall not be included unless the teacher has a continuous engagement. Neither the incidence of a financial year beginning on 1st April, nor a change of employment is regarded as affecting the continuity of service which otherwise runs continuously.

4. *Part-time teaching service.*—In calculating the salary of a teacher a proportionate increment may be given for previous part-time teaching service (e.g., one increment for two years' half-time teaching service) subject to the condition that, where part-time teaching was concurrent with other service or experience which can be counted for increment, not more than one increment on the appropriate scale shall, in the aggregate, be given in respect of a year of a teacher's life.

Part B

The recognition or non-recognition for increments of teaching service and of other experience or employment for the purpose of assessing the correct position of a teacher on the appropriate salary scale

NOTE.—War Service which for purposes of the salary scales for Assistants, is recognised for increments as equivalent to teaching service, is so recognised subject to the conditions set out in Appendix II.

1. General

(a) In determining the correct position at any time on the salary scale applicable to any teacher of the categories specified in this Part of this Appendix, service of the type specified in paragraph 11 of Part C of this Appendix and any period of disablement within the definition contained in paragraph 13 of the said Part C following such service, shall be taken into account; and notwithstanding any of the provisions of this Part of this Appendix, the appropriate rate

of annual increment shall be that applicable under this Report to the grade in which the teacher was engaged at the date of recall to H.M. Forces.

(b) In the assessment of the correct position on 1st October, 1959, on the scales in this Report which come into operation on that date, service should, in conformity with the general principle referred to in paragraph 2 of Part A of this Appendix, be adjusted to 31st March, 1959, where a uniform incremental date of 1st April is in operation.

2. *Assistants Grade I, Grade II and Grade III*

In determining the correct position at any time on the salary scale applicable to a teacher as an Assistant, the following service shall be taken into account:—

- (a) Service of the types and under the conditions laid down in Part C of this Appendix.
- (b) War Service within the limits and under the conditions laid down in Appendix II.

3. *Senior Assistants*

In determining the correct position of Senior Assistants on the scales laid down in Section J the following principles shall apply:—

- (a)(i) In the case of a Senior Assistant in service on 30th September, 1959, and continuing in that capacity, the commencing salary on 1st October, 1959, shall be:

- (a) the minimum to which shall be added, up to the maximum, increments in respect of service as a Senior Assistant, and any previous educational service, industrial, commercial or professional experience, or research work, which in the opinion of the Local Education Authority should be regarded as of equivalent standard to service as a Senior Assistant in a Farm Institute, or
- (b) the minimum to which shall be added the same number of increments by which the salary applicable to him/her on the date of appointment as a Senior Assistant (excluding any additions for training and/or graduation, any allowance over and above scale salary and Equal Pay Increment) exceeded the minimum of the scale salary applicable under the Report in operation on that date, together with increments, up to the maximum, in respect of service as a Senior Assistant from that date,

whichever is the greater.

- (ii) Further increments shall accrue in respect of service as a Senior Assistant up to the maximum of the scale.

- (b) (i) In the case of a Senior Assistant re-appointed in that capacity on or after 1st October, 1959, the commencing salary on re-appointment shall be:

- (a) the minimum to which shall be added, up to the maximum, increments in respect of service as a Senior Assistant, and any previous educational service, industrial, commercial or professional experience, or research work, which in the opinion of the Local Education Authority should be regarded as of equivalent standard to service as a Senior Assistant in a Farm Institute, or
- (b) the minimum to which shall be added, up to the maximum, the same number of increments as that by which the salary applicable to him/her at the date of leaving the former post of Senior Assistant (excluding any addition for training and/or graduation, any allowance over and above scale salary and Equal Pay Increment) exceeded the minimum of the scale applicable under the Report in operation at that date, or

- (c) where applicable, the "next higher point" calculated in accordance with sub-section (c) (i) (b) below, whichever is the greatest.

- (ii) Further increments shall accrue in respect of service as a Senior Assistant up to the maximum of the scale.

- (c) (i) In the case of a Senior Assistant appointed for the first time in that capacity on or after 1st October, 1959, the commencing salary shall be:

- (a) the minimum to which shall be added, up to the maximum, increments in respect of any previous educational service, industrial, commercial or professional experience, or research work, which in the opinion of the Local Education Authority should be regarded as of equivalent standard to service as a Senior Assistant in a Farm Institute. The number of increments to be allowed on the Senior Assistant scale for such service shall, subject to the scale maximum, be determined by the Local Education Authority,

provided that

- (b) where the existing salary applicable to the teacher under the provisions of this Report is equal to or exceeds the amount so assessed he/she shall enter the scale at the next higher point, subject to the maximum. For this purpose, the existing salary shall be deemed to mean the salary on the scale applicable to the teacher in his/her former post based on total service as at the date of appointment as

Senior Assistant excluding any Equal Pay Increment and any additions for training and/or graduation.

- (ii) Further increments shall accrue in respect of service as a Senior Assistant up to the maximum of the scale.

Part C

General Conditions

1. No period shall rank both as a period in respect of which an increment for teaching or other service accrues and as a period recognised for the purposes of the addition to scale salary in respect of training as provided by paragraph 1 of Section H.

2. No period of service under the age of 18 years shall be recognised in any capacity under this Appendix.

3. The following are examples of service which is not teaching service for increments under the conditions of this Appendix but which may be dealt with by the Local Education Authority under the provisions of paragraph 8 of this Part of this Appendix:—

- (a) Service as Private Tutor.
- (b) Service in Nursery Schools or Classes, War-time Nurseries, War-time Nursery Classes, Residential or Day Nurseries as Nursery Assistant or in a capacity other than that of teacher.
- (c) Foreign service (i.e. service outside the British Commonwealth) except as otherwise provided in this Appendix.
- (d) Period of leave of absence without pay except in so far as the teacher's occupation during such period is allowable under this Appendix or other provisions of the Scales.

Types of service which are recognised for purposes of increments in computing the salary on the scales for Assistants

4. Teaching service in the following classes of educational institutions which are grant-aided or recognised as efficient in England and Wales, and the corresponding institutions in Scotland, Northern Ireland, the Republic of Ireland, the Isle of Man, Guernsey and Jersey:—

Institutions and services to which this Report relates:—

- Primary Schools;
- Public Elementary Schools;
- Certified Efficient Elementary Schools in England and Wales;
- Special Subjects Centres;
- Special Schools (both Day and Boarding) and Institutions certified under the Mental Deficiency Act, 1913 (including State Institutions established and maintained by the Board of Control);
- Nursery Schools and Classes; War-time Nurseries and Nursery Classes;
- Residential and Day Nurseries;
- Secondary Schools;
- Preparatory Schools;
- Pupil Teacher Centres;
- Universities, University Colleges, Training Colleges, Agricultural Colleges and Establishments for Further Education recognised by the Ministry of Education (or Board of Education); Junior Technical Schools, Commercial and Housewifery Schools, Junior Art Departments;
- Public Assistance Schools (formerly called Poor Law Schools);
- Approved Schools (formerly called Reformatory and Industrial Schools);
- Remand Homes;
- Junior Instruction Centres;
- Ministry of Labour Training Centres;
- Schools of Nautical Training.

5. Service in a school or educational institution in England or Wales during a period prior to its recognition as efficient by the Ministry may be accepted if the Local Education Authority, after making full enquiries, so decides.

6. Teaching service of the following kinds:—

- (a) In other schools or institutions in the United Kingdom or elsewhere within the British Commonwealth, or the Republic of Ireland, which the Local Education Authority, after making full enquiries, is satisfied may properly be regarded as of equivalent standard to schools, etc., of any of the types defined in paragraph 4 above. (For this purpose Trust Territories under British administration are regarded as within the British Commonwealth).
- (b) Rendered overseas by teachers employed by local education authorities in England and Wales who proceed to the Overseas Dominions, States and Provinces, or to a foreign country under interchange arrangements approved by the Ministry.
- (c) In any school or educational establishment in a foreign country which is approved by the Ministry of Education as being (i) one maintained primarily for the education of

the children of British subjects, or (ii) one in which it is expedient to facilitate the employment of British teachers, or (iii) one which may be accepted as equivalent in standard to those defined in this Appendix.

- (d) (i) One or two years spent under the Ministry of Education Scheme (and corresponding Schemes under the Board of Education, the Scottish Education Department, and the Ministry of Education, Northern Ireland) in France in the capacity of Assistant (Assistante) or Répétiteur (Répétitrice), or as Junior Assistant, or the equivalent capacity in another foreign country, excluding any period which has been taken into account for purposes of an addition for training provided by paragraph 1 of Section H.
- (ii) A year spent in a foreign country under the Ministry of Education Scheme (or any corresponding arrangements made by the Scottish Education Department or the Ministry of Education, Northern Ireland) in the capacity of a Senior Assistant.
- (e) In Naval, Marine and Dockyard schools, and service as Instructor Officer or Schoolmaster, R.N., or corresponding service in the Women's Royal Naval Service; in Royal Air Force Educational Institutions; in schools conducted by the Admiralty, War Office or Air Ministry, for the education of children of members of H.M. Forces; in Institutions controlled by the Army Council in so far as service is in connection with the academic part of the instruction; in the Royal Army Educational Corps; as a non-commissioned officer education instructor, or full-time physical training instructor in the Women's Royal Army Corps; or as a commissioned officer in the Women's Royal Army Corps employed on educational or physical training duties; in the Royal Air Force as Education Officer or as Officer in the Physical Fitness Branch.
- (f) Service under the Central Committee for Adult Education in H.M. Forces.
- (g) Service as an Education Officer in the Colonial Education Service.
- (h) Other service approved by the Burnham Committee for the purpose.

7. Service which has been accepted by the Ministry as that of an Organiser under Section 14 of the Teachers (Superannuation) Act, 1925, or Section 2 of the Teachers (Superannuation) Act, 1945, or under any Scheme made by the Minister under Section 21 of the Teachers (Superannuation) Act, 1925, or service which has been approved by the Minister for the purposes of Section 12(1) of the Superannuation (Miscellaneous Provisions) Act, 1948.

8. Time spent in industry or commerce or in professional or research work after the age of 21 years, where likely to be of value to the teacher in the performance of his/her duties, may be approved by the Local Education Authority in its discretion and, if so approved, shall be given incremental value up to a maximum of twelve increments (see also paragraph 5 of Part A of Appendix IV).

9. (a) Time spent by an emergency trained teacher on a special course of further training of one or two terms under the Emergency Training Scheme or a corresponding Scheme in Scotland or in Northern Ireland.
- (b) A year's course under the Regulations of the Ministry of Education at a Technical Training College, provided that the course (i) is satisfactorily completed, and (ii) does not, in combination with other periods of study or training, contribute to an entitlement to an addition for training under the provisions of Sections H and K of this Report.
10. (a) National Service carried out under the provisions of the National Service Act, 1948, or any subsequent statute amending or replacing that Act for the time being in force in the United Kingdom or under any similar enactment relating to compulsory whole-time national service in force elsewhere within the British Commonwealth.
- (b) Work or training entered upon after 31st March, 1949, in pursuance of an order made or direction given under Part I of the National Service Act, 1948, as respects a conditionally registered conscientious objector.

11. Any period of whole-time service in Her Majesty's Naval, Military or Air Forces rendered after 31st March, 1949, by a person in pursuance of his or her obligations as a member of Her Majesty's Reserve or Auxiliary Forces, or the Women's Royal Naval Reserve, or in pursuance of a duty to return to such whole-time service after release therefrom.

12. Service rendered immediately after 31st March, 1949, provided that

- (a) it followed a period in the same service, and
- (b) it is service which, under the provisions of Part II of the Schedule to the Superannuation (Miscellaneous Provisions) Act, 1948, the Minister considers may properly be treated in the same manner as service in the naval, military and air forces of the Crown.

13. A period of disablement, not exceeding three years, provided that satisfactory evidence is produced that the teacher was unable to undertake teaching duties, or to complete his preparation for the teaching profession, owing to disabilities contracted as a result of War Service as defined in Appendix II or of work, training or service as defined in paragraphs 10, 11 and 12 above.

APPENDIX II

War Service recognised for the purposes of increments as equivalent to teaching service

(Reference Section G)

Part A

War service in the period between 1939 and 1949

1. War service of the following kinds shall be reckoned as equivalent to teaching service:—
 - (a) Service in any of the naval, military and air forces of the Crown.
 - (b) Service which the Minister considers may properly be treated for the purpose of the Teachers Superannuation (War Service) Act, 1939 and the Teachers (Superannuation) Act, 1945, in the same manner as service in those forces.
2. War service as defined above shall be counted for increment at the rate applicable upon the scales for Assistants.
3. The following conditions are applicable in connection with the counting of war service for increment:—
 - (a) Service before the age of 18 years shall not be counted.
 - (b) In cases where, because of national emergency, full-time service was undertaken in a period immediately prior to 1st September, 1939, and such service continued after that date as war service within the definition of paragraph 1 above, the whole period is eligible to be taken into account.
 - (c) War service is service of the types described above which was performed in the period not later than 31st March, 1949, and, except in the special circumstances indicated below, includes the period of leave (up to that limiting date) which was allowed prior to release from H.M. Forces.
 - (d) Where, however, a teacher undertakes full-time teaching service or other service or experience which the Local Education Authority approves as equivalent to teaching service under paragraph 8 of Part C of Appendix I, or enters upon or resumes a course of study or training during the period of release leave, the following arrangements may be applied:
 - (i) Service after entry or re-entry into teaching service is reckoned as teaching service except in cases where in the assessment of salary on the appropriate scale it is to the teacher's advantage that it should alternatively be counted as war service.
 - (ii) A period of employment of other kinds during release leave is ignored and the release leave counted in full as war service. Where, however, such period of employment is approved as equivalent to teaching service in respect of which increments would accrue to the teacher, the period may alternatively be so reckoned.
 - (iii) A period devoted to full-time study or training during release leave is ignored and the release leave counted in full as war service. Where, however, such period if taken into account as approved study or training, would affect the teacher's entitlement to an addition to scale salary under paragraph 1 of Section H, it may alternatively be so reckoned.

Part B

War service in the previous war beginning in 1914

War service rendered by teachers during the previous war beginning in 1914 is recognised within the limits and under the conditions specified in Appendix V of the Burnham Reports of 1938. (See Appendix V.)

APPENDIX III

Courses of Approved Study or Training

(Reference Sections H and K)

Part A

General conditions governing the acceptance of periods of study and/or training for the purpose of the addition to the basic scale

1. The courses of study or training referred to in Part B of this Appendix are full-time courses at Universities, University Colleges, Training Colleges, Technical (including Commercial) Colleges, Art Colleges, Art Schools or Art Training Centres, or other Institutions recognised for the purpose.
2. The course must be satisfactorily completed, i.e., when the course leads to a definite qualification, the period spent on it will be eligible for recognition only if and when the qualification is obtained.
3. An exception is made in the case of courses of post-graduate study, advanced work or research, normally requiring as a condition of entry the holding of a University degree or a qualification recognised as equivalent to a University degree for salary purposes (see Part B

of Appendix IV). Periods spent on such courses may be recognised provided the course has been diligently pursued and completed; for this purpose no distinction need be made between courses leading to a specific higher qualification and courses leading to no such qualification. Provided that the course has been diligently pursued, it is not essential that the higher qualification, even if one were aimed at, should necessarily have been obtained.

4. The period of any particular course is interpreted as meaning the normal period of full-time study or training required to complete the course satisfactorily. For this purpose the normal period of a course leading to a University degree entered upon on or after 1st September, 1958, is three years unless otherwise specified in Part D of this Appendix.

An extension of a course by reason of the repetition of some part of it is not accepted. For example, where the normal period of the course is three years, and the teacher has actually spent four or more years on it, only three years will be eligible for recognition for training addition.

5. The following may be counted in the same way as a year of training (see also paragraph 6(d)(i) of Part C of Appendix I):—

(a) A year spent under the Ministry of Education Scheme (and corresponding Schemes under the Board of Education, the Scottish Education Department and the Ministry of Education, Northern Ireland) in France in the capacity of Assistant (Assistante) or Répétiteur (Répétitrice) or as Junior Assistant or the equivalent capacity in another foreign country.

(b) A year's course at the "Ecole Supérieure de Préparation et de Perfectionnement des Professeurs de Français à l'Etranger" (formerly known as "Ecole de Préparation des Professeurs de Français à l'Etranger") of the University of Paris.

6. Study or training undertaken before the age of 18 years is not eligible to be taken into account for the purposes of this Appendix, except:—

(a) If the student attains the age of 18 years during the first term of the course, the whole period may be taken into account; or

(b) in the case of a teacher who before 1st October, 1959, had entered upon or been accepted for a course which was approved for the purpose of a training addition under the Report on Scales of Salaries for the Teaching Staff of Farm Institutes, 1956, in which case the conditions of paragraph 7 of Part A of Appendix III to that Report (see Appendix V) for the exclusion of study or training before the age of 17 shall apply.

7. The words "or the equivalent" in paragraph 2(a) of Part B of this Appendix refer to a concurrent four-years' course of training in teaching and study for a degree.

8. Training in teaching which preceded, as well as that which followed, a full-time course of study for a degree is accepted.

Part B

Examples of courses and periods of study and/or training which are approved by the Committee

1. *Entitling the teacher to the addition of one increment*

(a) Three-year courses at Training Colleges leading to the status of Qualified Teacher.

(b) A three-year course in preparation for the teacher's certificate of the National Proebel Union or Foundation, provided that the date of entry upon the course was not earlier than 1946.

(c) Two-year courses at Training Colleges leading to the status of Qualified Teacher supplemented by a recognised third-year course.

(d) Three-year courses at the following Physical Training Colleges:—

Chelsea Physical Training College (now at Eastbourne)	}	Courses commenced 1909 or later.
Anstey Physical Training College		
Dartford Bergman Osterberg Physical Training College	}	Courses commenced 1919 or later.
Bedford Physical Training College		
Liverpool I. M. Marsh Physical Training College (previously known as Liverpool Physical Training College)	}	Courses completed 1940 or later.
Nonington College of Physical Education		
Westworth Woodhouse Lady Mabel College		

(e) Three years' full-time study resulting in the award of a Degree; or two years' full-time study resulting in the award of a Degree, followed by a further year of approved training or of post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing.

(f) Three years' full-time study resulting in the award of a Diploma or Certificate at an Establishment for Further Education or other Institution accepted by the Committee for the

purpose. The following have so far been accepted by the Committee:—

Battersea College of Technology (formerly Battersea Polytechnic)	Diploma in Mechanical Engineering
Leeds University	Diploma in Electrical Engineering
Northampton College of Advanced Technology (formerly Northampton Polytechnic)	Diploma in Electrical Engineering
Sunderland Technical College ..	Diploma in Mechanical Engineering
Royal College of Art, London ..	Diploma in Engineering
Swanley Horticultural College ..	Associateship
	National Diploma in Horticulture (courses of this kind were not provided after 1st October, 1945).

(g) Three years' full-time study resulting in the award of a National Diploma other than those listed in sub-paragraph (h) below.

(h) Three years' or more full-time study leading to the award of any two of the following National Diplomas:—

- National Diploma in Agriculture
- National Diploma in Horticulture
- National Diploma in Poultry Husbandry
- National Diploma in Dairying
- National Diploma in Agricultural Engineering

(j) Two years' or more full-time study leading to the award of any one of the National Diplomas listed in paragraph 1 (h) above and in addition a year of training in teaching.

(k) Three years' full-time study spent in obtaining one of the qualifications specified in Part B of Appendix IV.

2. Entitling the teacher to the addition of two increments

(a) Three years' full-time study resulting in the award of a Degree or a Diploma approved for the purpose, and in addition a year of training in teaching; or the equivalent.

(b) Four years' or more full-time study leading to the award of any three of the National Diplomas listed in paragraph 1 (h) above.

(c) Four years' full-time study resulting in the award of a Degree or Diploma approved for the purpose, or a period of full-time study resulting in the award of a Degree or an approved Diploma, followed by post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting in the aggregate to not less than four years.

(d) Two-year courses at Training Colleges leading to the status of Qualified Teacher, supplemented by a full-time two-year course resulting in the award of a Degree.

(e) Four years' full-time study spent in obtaining one of the qualifications specified in Part B of Appendix IV.

3. Entitling the teacher to the addition of three increments

(a) Four years' full-time study resulting in the award of a Degree or Diploma approved for the purpose; together with a recognised one-year course of training in teaching; or a period of full-time study resulting in the award of a Degree or an approved Diploma followed by post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting in the aggregate to not less than five years.

(b) Five years' or more full-time study spent in obtaining one of the qualifications specified in Part B of Appendix IV, provided that five years is the normal period of study for such qualification.

4. Entitling the teacher to the addition of four increments

Full-time study resulting in the award of a Degree or Diploma approved for the purpose, together with a recognised course of training in teaching and/or post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting in the aggregate to not less than six years.

Part C

Miscellaneous Provisions

1. Shortened or accelerated courses

Where, owing to war conditions, a course of any of the types mentioned above has been compressed into a period of less than three, four, five or six years respectively, there shall be allowed in respect of each period of one term by which the duration of such course exceeds two, three, four or five academic years respectively, one-third of the appropriate increment.

2. Other courses of study and/or training

(a) Courses similar in duration and otherwise equivalent to those referred to in Part B of this Appendix, whether completed in England and Wales or elsewhere, may also be accepted and full details of such cases should be submitted to the Minister for decision.

APPENDIX III—continued

Such decisions already given under the corresponding provision in the Committee's previous Reports shall continue to apply provided, however, that they satisfy the general relevant conditions in Part A of this Appendix.

(b) Other courses of study and/or training may also be accepted if they are of such a duration and character as are desirable for full-time teachers under this Report and are approved by the Committee for the purpose.

Part D

University Degrees for which the normal period of study exceeds three years
(Reference paragraph 4 of Part A of this Appendix)

University	Degree
Birmingham	Bachelor of Commerce (for qualified Science students) Bachelor of Medicine and Surgery Bachelor of Dental Surgery
Bristol	Bachelor of Music Bachelor of Medicine: Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Veterinary Science
Durham	Bachelor of Arts (with Honours in Modern Languages) Bachelor of Arts (with Honours in Fine Art) Bachelor of Arts in Town and Country Planning Bachelor of Architecture Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery
Leeds	Bachelor of Science in Special Studies in Botany; Zoology; Geology; Bacteriology; Biochemistry; Pharmacology Bachelor of Science with Honours in Ceramics; Chemical Engineering; Fuel Science; Gas Engineering; Metallurgy; Agriculture; Agricultural Bacteriology; Agricultural Botany; Agricultural Chemistry; Agri- cultural Economics; Agricultural Zoology Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery
Leicester	Bachelor of Arts (Special) (French) Bachelor of Arts (Special) (German)
Liverpool	Bachelor of Arts in Special Studies (Egyptian and Hebrew) Bachelor of Arts in Combined Special Studies Bachelor of Architecture Bachelor of Medicine: Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Veterinary Science
Manchester	Bachelor of Arts with Honours in Modern Languages (two languages) Bachelor of Arts with Honours in Spanish and Classical Arabic Bachelor of Arts with Honours in Architecture Bachelor of Arts with Honours in Town and Country Planning Bachelor of Science with Honours in Pharmacy Bachelor of Music with Honours Bachelor of Divinity Bachelor of Medicine: Bachelor of Surgery Bachelor of Dental Surgery
Oxford	Bachelor of Arts (Final Honour School of Literae Humaniores) Bachelor of Arts (Final Honour School of Theology if taken after Honour Moderations in Theology) Bachelor of Arts (Final Honour School of Natural Science—Chemistry, Biochemistry or Science of Metals) Bachelor of Arts (Final Honour School of Forestry if taken after Honour Moderations in Natural Science)
Reading	Bachelor of Arts with Honours in French; German; Fine Art; Latin and French Bachelor of Science with Honours in Agriculture; Dairying; Horticulture; Agricultural Botany; Horticultural Botany; Agricultural Economics; Agricultural Chemistry; Horticultural Chemistry; Dairy Science
Sheffield	Bachelor of Arts with Honours in Architecture Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Music (if taken as first degree)
North Stafford- shire (University College)	Bachelor of Arts

<i>University</i>	<i>Degree</i>
Scotland	
St. Andrews ..	Master of Arts with Honours Bachelor of Science (Pure Science) with Honours Bachelor of Science (Engineering) with Honours
Aberdeen ..	Master of Arts with Honours Bachelor of Science with Honours Bachelor of Science in Agriculture with Honours Bachelor of Science in Forestry with Honours Bachelor of Science in Engineering with Honours Bachelor of Medicine and Bachelor of Surgery
Edinburgh ..	Master of Arts with Honours Bachelor of Science (Pure Science) with Honours Bachelor of Science (Agriculture) with Honours Bachelor of Science (Forestry) with Honours Bachelor of Science (Engineering) with Honours Bachelor of Science (Mining) with Honours Bachelor of Science (Chemical Technology) with Honours Bachelor of Architecture Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Veterinary Medicine and Surgery
Glasgow ..	Master of Arts with Honours Bachelor of Science with Honours Bachelor of Science in Applied Chemistry with Honours Bachelor of Music with Honours Bachelor of Law Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Veterinary Medicine and Surgery Bachelor of Science in Engineering Bachelor of Science in Agriculture with Honours Bachelor of Science in Architecture Bachelor of Science in Pharmacy
Ireland	
Queen's, Belfast	Bachelor of Arts with Honours Bachelor of Science with Honours Bachelor of Laws (pass or Honours) Bachelor of Commercial Science with Honours (no longer awarded) Bachelor of Science in Economics with Honours Bachelor of Agriculture with Honours Bachelor of Music with Honours Bachelor of Medicine Bachelor of Dentistry Bachelor of Applied Science and Technology (pass or Honours)
National, Dublin	Bachelor of Science (Special) Bachelor of Agricultural Science Bachelor of Dairy Science Bachelor of Veterinary Medicine Bachelor of Engineering Bachelor of Architecture Bachelor of Laws Bachelor of Medicine, Bachelor of Surgery Bachelor of Obstetrics Bachelor of Dental Surgery Bachelor of Music (University College, Dublin)
Dublin, Trinity College	Bachelor in Arts Bachelor in Medicine: Bachelor in Surgery Bachelor in Obstetrics Bachelor in Dental Science Bachelor in Veterinary Medicine Bachelor in Engineering Bachelor in Agriculture Bachelor in Agriculture (Forestry)

Such other degrees as are added to the foregoing list by the Burnham Committee.

APPENDIX IV

Qualifications entitling a Teacher to receive the addition for Graduates and Definition of First Class Honours degrees, Second Class Honours degrees and Higher degrees

(Reference paragraphs 2 (a) (i) and 2 (b) (i) of Sections H and K)

Part A

General conditions attaching to the application of the provisions of Part B of this Appendix

1. No teacher shall receive the addition for graduates before attaining the age of 21 years.

2. Teachers who have passed the requisite final examination and complied with the other conditions for the award of a University degree are entitled to receive the addition for graduates even though the degree has not been conferred upon them by the University.

3. Holders of the following qualifications are not regarded as entitled to receive the addition for graduates under the conditions of paragraph II of Part B of this Appendix.

(a) L.L.A. (St. Andrews);

(b) B. ès L. or B. ès Sc. of a French University.

4. In cases where the qualifications listed in Part B of this Appendix are approved as qualifications entitling a teacher to receive the addition for graduates subject to the specific condition that the teacher has attained an acceptable standard of general education, this standard, in terms of the General Certificate of Education, shall normally be that which is accepted by the Ministry of Education for candidates seeking admission to Training Colleges (Ministry of Education Circular 213). Other qualifications may, however, in special cases be accepted if approved by the Ministry for the purpose.

5. A period of professional experience which is a requisite part of a qualification entitling a teacher to receive the addition for graduates (see paragraph VIII (10), (13), (18), (19), (28) and (29) of Part B of this Appendix), is not on that account ineligible to be reckoned for increments of salary, provided that not more than two increments may be granted in respect of such period. In respect of teachers who held the qualification and were in service on 31st March, 1945, teaching service may be reckoned towards the period of requisite professional experience. Increments allowed under this paragraph are subject to the overriding limits of paragraph 8 of Part C of Appendix I.

Part B

The following qualifications shall entitle a teacher to receive the addition for graduates

I. *Qualifications recognised under Reports of the Burnham Committee before 1945, as entitling a teacher to receive the addition for graduates, and continuing to be so recognised.*

Recognition under the terms of:—

(i) Sections 8, 9 or 10 of the 1920 and 1927 Secondary Reports, or the corresponding Sections of the 1921 and 1927 Technical Reports (see Appendix V)

(ii) Section 3 (3) (a) (i) of the 1938 Technical Report and the corresponding Sections of the Reports of 1921 and 1927 (see Appendix V).

II. *University Degrees, etc.*

Degrees, other than honorary degrees, of:—

(i) English, Welsh, Scottish and Irish Universities

(ii) St. David's College, Lampeter

(iii) Dominion, Colonial and other Universities, provided the standard of the degree (or equivalent qualification otherwise described) approximates to that of an English University. In the case of such qualifications reference should be made to the Ministry of Education for decision unless in any particular case the qualification held by the teacher has already been considered for this purpose in consultation with the Ministry.

III. *Awards of the National Council for Technological Awards.*

IV. *Architecture*

Associateship of the Royal Institute of British Architects, provided the teacher has passed the Examination of the Institute, or an examination accepted by the Institute as giving exemption from its own examination.

V. *Art*

(1) The Art Teachers' Diploma or the Teaching Certificate for Teachers in Schools of Art, issued by the Ministry of Education or the Board of Education under the provisions of Rules 109, or of Circular 1214, or—for teachers who have rendered meritorious service as teachers of Art, and who became Certificated Teachers College-trained not later than 1st August, 1923—the qualifications required for the Diploma or Teaching Certificate referred to above, without the completion of the prescribed course

of professional training and the passing of an examination in the Principles of Teaching and School Management.

- (2) A Pass either in the Ministry of Education Examination in Drawing or in the Ministry of Education Intermediate Examination in Art and Crafts, together with the National Diploma in Design or a Pass in the Final Examination of the Royal Institute of British Architects in Architecture or a Pass in the Ministry of Education Examination in Painting, Modelling, Pictorial Design, Industrial Design or Illustration,

provided that the teacher has satisfactorily completed at an Art Training Centre (formerly an approved Art School) a one-year full-time course in the principles and practice of teaching and school management, or such other full-time course of training in teaching approved by the Ministry for the purpose.

- (3) The passing of an examination under the provisions of the Addendum to Ministry of Education Administrative Memorandum No. 415.

- (4) (a) The London University Diploma in Fine Art (Slade School)

(b) Royal Academy Schools Certificate

provided that in each case

- (i) it has been endorsed under the provisions of Rules 109, or
- (ii) the teacher has passed the Ministry of Education Examination in Drawing or the Ministry of Education Intermediate Examination in Art and Crafts and has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix), or
- (iii) the teacher has satisfactorily completed at an Art Training Centre (formerly an approved Art School) a one-year full-time course in the principles and practice of teaching and school management, or such other full-time course of training in teaching approved by the Ministry for the purpose.

- (5) (a) The Diploma of Associateship of the Royal College of Art (A.R.C.A.)

(b) The Diploma of Industrial Design of the Royal College of Art (Des.R.C.A.)

provided that, in each case, the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

- (6) (a) Rome Scholars

(b) Holders of the Edwin Austin Abbey Major Scholarship

provided that, in each case, they have satisfactorily completed a two-year course of full-time foreign study under supervision approved by the Royal Commissioners for the Exhibition of 1851.

- (7) The Full Associateship of the Royal College of Art. (This qualification is not now awarded)

- (8) The Art Masters' Certificate, Group I, if awarded under the Rules of 1901 and subsequent years. (This qualification is not now awarded)

- (9) (a) The Specialist Art Teachers' Diploma of the Edinburgh College of Art

(b) The Sculpture Diploma of the Edinburgh College of Art

provided that, in each case, the teacher entered upon the Course at the College not later than 1947, and that he/she holds the Certificate of Training at the Edinburgh Provincial Training Centre obtained under the Scheme which came into force on 1st October, 1926.

- (10) The Secondary Teachers' Art Certificate of the University of Oxford, provided that the requirement of a year's professional training has been fulfilled. (This qualification is not now awarded)

- (11) Diplomas of the Central (Art) Institutions of Scotland

Diploma of the Glasgow School of Art

Diploma of the Edinburgh College of Art

Diploma of the Dundee Institute of Art and Technology

Diploma of the Robert Gordon's Technical College (Gray's School of Art),

Aberdeen provided that, in each case, the teacher is recognised under Chapter VI of the Scottish Education Department's Regulations for the Training of Teachers.

VI. *Modern Languages*

- (1) French

(a) Licence ès Lettres

(b) Doctorat d'Université (with thesis written and sustained in French)

(c) Doctorat d'Etat ès Lettres

- (2) Other Languages

A qualification determined by the Ministry of Education to be of equivalent standard to those prescribed for French.

VII. *Music*

- (1) Degree of Master in Music of the Royal College of Music (M.Mus.R.C.M.) provided that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).
 - (2) Fellowship Diploma of the Royal College of Organists provided that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).
 - (3) Diploma in Musical Education of the Royal Scottish Academy of Music provided that at least three years after the age of 18 were spent in full-time study in the course leading to the Diploma, and that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix), and has successfully completed a course of professional training leading to recognition under Chapter VI of the Scottish Education Department's Regulations for the Training of Teachers.
 - (4) Graduate of the Northern School of Music (G.N.S.M.) (awarded after the fulfilment of the special conditions established by the School) provided that the qualification was not obtained before the 1st April, 1952
 - (5) Graduate of the Royal Schools of Music (London)
 - (6) Associateship of the Royal Academy of Music by examination
 - (7) Graduate of the Royal College of Music
 - (8) Licentiate of the Royal Academy of Music with special Teaching Diploma of the Academy
 - (9) Associateship of the Royal College of Music with special Teaching Diploma of the College
 - (10) Associateship of the Royal Manchester College of Music with Teaching Diploma of the College where the teacher's course commenced not later than the Session 1936-57
 - (11) Graduate Diploma of the Royal Manchester College of Music
 - (12) Graduate Diploma of the Trinity College of Music (G.T.C.M.)
 - (13) Graduate Diploma of the Birmingham and Midland Institute School of Music (awarded after completion of Special Training Course for Teachers established by the School)
 - (14) Graduate Diploma of the Guildhall School of Music and Drama (G.G.S.M. London)
 - (15) Graduate Diploma of the London College of Music (G.L.C.M.)
- provided that
- (i) in the case of the qualifications (6) to (9) inclusive, the teacher entered upon the course not later than the Session 1929-1930;
 - (ii) in the case of the qualifications (4) to (15) inclusive, at least three years after the age of 18 were spent in full-time study in the courses provided by the Academy, Colleges or Schools, and that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

NOTE.—Holders of honorary distinctions of the Royal Academy and Royal College of Music (including the Associateship of the Royal Academy not by examination) will continue to be entitled to receive the addition for graduates if at a date not later than 31st December, 1929, they had approved teaching service in that status.

VIII. *Other Qualifications*

- (1) Associateship of the Royal College of Science (London).
- (2) Associateship of the Royal College of Science (Ireland).
- (3) Associateship of the City and Guilds of London Institute.
- (4) Whitworth Scholarship if gained between 1887 and 1922.
- (5) Associate Membership of the following Institutions:
 - (a) The Institution of Civil Engineers
 - (b) The Institution of Mechanical Engineers
 - (c) The Institution of Electrical Engineers
 - (d) The Institution of Chemical Engineers
 - (e) The Institution of Municipal Engineers
 - (f) The Institution of Gas Engineers

provided that, in each case, the Associate Member has passed the Associate Membership Examination or an examination accepted by the Institution as giving exemption from the Associate Membership Examination.

(6) Associate Membership of the Institution of Structural Engineers provided

- (i) the Associate Member has passed the Associate Membership Examination after 1st April, 1935, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination; and
- (ii) that the candidate has attained a standard of general education which would qualify him for admission to the studentship class of the Institution were he between the appropriate ages for this class.

(7) Associate Membership by examination of the Institution of Production Engineers provided the Associate Member has passed the Associate Membership Examination not earlier than May, 1951, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination, and

- (i) has passed at Advanced level of the General Certificate of Education in mathematics, or has an equivalent qualification, and
- (ii) has passed at Ordinary level of the General Certificate of Education in chemistry or physics, or has an equivalent qualification.

(8) Associate Membership of the British Institution of Radio Engineers provided that the Associate Member has passed the Institution's examination not earlier than May, 1951, or an examination accepted after that date by the Institution as giving exemption from the Institution's examination.

(NOTE.—An Associate Member is deemed to satisfy this requirement if he has passed Parts III and IV of the Institution's examination not earlier than May, 1951, having satisfied the requirements for Part I and Part II under the Regulations of the Institution in force before that date).

(9) Diploma of the College of Aeronautics.

(10) Professional Associateship of the Royal Institution of Chartered Surveyors (formerly Professional Associate of the Surveyors Institution) provided that the teacher has had four years' professional experience after passing the examination (see paragraph 5 of Part A of this Appendix).

(11) Associate Membership of Town Planning Institute by examination provided

- (i) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix); and either
- (ii) that the Associate Membership has been obtained by examination following a suitable full-time course of study; or
- (iii) that the Associate Membership has been obtained by examination and is supported by professional attainments in other fields.

(12) Associateship of the Institute of Builders provided

- (i) that the Associate Member has passed the Final Examination or an examination accepted by the Institute as giving exemption from the Final Examination; and
- (ii) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

(13) Associate Membership of the Institute of Fuel provided that the Associate Member holds a Higher National Certificate or Higher National Diploma in Mechanical, Electrical, Chemical or Civil (Gas) Engineering or in Metallurgy, Applied Physics, Physics, Chemistry or Applied Chemistry, supplemented by passes in the advanced grade City and Guilds of London Institute papers stipulated by the Institute of Fuel for Corporate Membership and has had at least two years' professional experience after passing these examinations (see paragraph 5 of Part A of this Appendix).

(14) Associateship of the Royal School of Mines.

(15) Associate Membership of the Institution of Mining Engineers by examination.

(16) The First Class Colliery Managers' Certificate together with the Diploma of a Mining College recognised by the Ministry of Power.

(17) Associateship of the Institution of Metallurgists if obtained after examination held in or after August, 1949.

(18) Associate of the Camborne School of Metalliferous Mining provided that the Associate has had at least two years' experience in a responsible post in industry after obtaining the qualification (see paragraph 5 of Part A of this Appendix).

- (19) (a) Barristers (Bar Final)
 (b) Solicitors (Final Examination of the Law Society)
 provided that, in each case, the teacher has had four years' professional experience after passing the examination (see paragraph 5 of Part A of this Appendix).
- (20) M.R.C.S., L.R.C.P., Diploma.
- (21) Membership of the Royal College of Veterinary Surgeons.
- (22) (a) Associateship of the Institute of Physics
 (b) Associateship of the Royal Institute of Chemistry
 provided that, in each case, the Associate has passed the Institute's Examination for Associateship or Graduateship or an examination accepted by the Institute as giving exemption from those examinations.
- (23) (a) Higher Diploma F.S.M.C. if obtained by examination under the Regulations first issued in 1948.
 (b) Honours Diploma of the British Optical Association if obtained by examination under the Regulations first issued in 1954.
- (24) Associateship of the Textile Institute
 provided that the Associate has passed either
 (i) Parts 1 and 2 of the Institute's examination under the 1952 Regulations or an examination accepted by the Institute as equivalent, or
 (ii) the examination in General Textile Technology under the Regulations in force before 1952 and the Preliminary Examination or equivalent educational qualification recognised by the Institute.
- (25) Associateship of the Society of Dyers and Colourists by examination (A.S.D.C.).
- (26) Associateship of the Institution of the Rubber Industry by examination.
- (27) Associateship of the Plastics Institute by examination.
- (28) (a) Associateship of the Institute of Chartered Accountants in England and Wales
 (b) Membership of the Institute of Chartered Accountants of Scotland
 (c) Associateship of the Society of Incorporated Accountants and Auditors
 (d) Associateship of the Institute of Actuaries
 (e) Associateship of the Association of Certified and Corporate Accountants
 provided that, in each case,
 (i) the Associate or Member has passed the Final Examination or an examination accepted by the Institute, Society or Association as giving exemption from the Final Examination, and
 (ii) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix), and
 (iii) the teacher has had four years' professional experience after obtaining the qualification (see paragraph 5 of Part A of this Appendix).
- (29) (a) Associate Membership of the Institute of Industrial Administration
 (b) Associate Membership of the British Institute of Management
 provided that, in each case, the Associate Member has
 (i) passed the Institute's examination for Associate Membership or an examination accepted by the Institute as giving exemption from the Institute's examination, and
 (ii) passed in two subjects at Advanced level of the General Certificate of Education or has an equivalent qualification, and
 (iii) had three years' accredited executive experience after the age of 25 (see paragraph 5 of Part A of this Appendix).
- (30) Fellowship of the Library Association.
- (31) Associate Membership of the Institution of Naval Architects.
- (32) (a) The Extra Master's Certificate of Competency of the Ministry of Transport by examination passed after 1st March, 1931.
 (b) The Extra First Class Engineer's Certificate of Competency of the Ministry of Transport.
- (33) Qualifications obtained by Officers and non-commissioned officers who have reached ranks in Her Majesty's Forces promotion to which has followed a course of study or training which the Committee, in agreement with the Minister, accept as equivalent to courses of study resulting in the award of a degree.

IX. *Other industrial, commercial or professional qualifications and experience which are accepted by the Committee in agreement with the Minister.*

Part C

Definition of First Class Honours degrees, Second Class Honours degrees and Higher degrees for the purposes of paragraph 2 (b) (i) of Sections H and K

The following University degrees with First or Second Class Honours or Higher degrees:—

<i>University</i>	<i>Degree</i>
Birmingham ..	<p>Master of Arts (between July 1906 and July 1920) Bachelor of Arts (B.A.) (Special or General) (from 1920) Bachelor of Science (B.Sc.) (from 1921) Bachelor of Commerce (B.Com.) (including Division I prior to 1948) Bachelor of Laws (LL.B.) Bachelor of Medicine and Surgery (M.B., Ch.B.) Bachelor of Social Science (B.Soc.Sc.) Bachelor of Music (B.Mus.) <i>(Degree diplomas are not presented on graduation but graduates are supplied with certificates on request.)</i></p>
	<i>Higher degree</i>
	<p>Master of Arts (M.A.) Master of Science (M.Sc.) Master of Commerce (M.Com.) Master of Social Science (M.Soc.Sc.) Master of Surgery (Ch.M.) Master of Music (M.Mus.) Master of Laws (LL.M.) Doctor of Philosophy (Ph.D.) Doctor of Literature (D.Litt.) Doctor of Medicine (M.D.) Doctor of Science (D.Sc.) Doctor of Music (D.Mus.) Doctor of Divinity (D.D.)</p>
	<i>Degree</i>
Bristol	<p>Bachelor of Arts (Special) (B.A.) Bachelor of Arts (General) (B.A.) Bachelor of Arts (Economics) (B.A.(Econ.)) Bachelor of Music (B.Mus.) Bachelor of Science (Special) (B.Sc.) Bachelor of Science (General) (B.Sc.) Bachelor of Science in Engineering (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Medicine; Bachelor of Surgery (M.B., Ch.B.) Bachelor of Dental Surgery (B.D.S.) Bachelor of Veterinary Science (B.V.Sc.)</p>
	<i>Higher degree</i>
	<p>Master of Arts (M.A.) Master of Science (M.Sc.) Master of Science in Engineering (M.Sc.) Master of Laws (LL.M.) Doctor of Philosophy (Ph.D.) Doctor of Science (D.Sc.)</p>
Cambridge (see note (2) below)	<p>A degree to which a person has been admitted who has either:—</p> <p>(a) been placed in the first or second class in any Honours Examination which may be taken as a candidate's first Honours Examination and which by itself satisfies the examination requirements for the B.A. degree; or</p> <p>(b) been placed in the first or second class in any two Honours Examinations; or</p> <p>(c) been placed in the first or second class in any Honours Examination if he has qualified for his degree under the regulations for Emergency Allowances to Matriculated Students or the regulations for Allowances to Candidates for Commissions in H.M. Forces or the regulations for Allowances to Students entering the University after War Service.</p>

University
Cambridge—*contd.*

For this purpose:—

- (i) in Part III of the Mathematical Tripos or Part II of the Mechanical Sciences Tripos, Honours with distinction is deemed the equivalent of a place in the first class and honours without distinction is deemed the equivalent of a place in the second class.
- (ii) in Part I of the Modern and Medieval Languages Tripos a candidate is not deemed to have attained the first or second class unless he has been placed not lower than the second class in each of the two languages taken by him.

Higher degree

Bachelor of Medicine (M.B.)
 Bachelor of Surgery (B.Chir.)
 Bachelor of Veterinary Medicine (M.B.)
 Master of Laws (LL.M.)
 Master of Music (Mus.M.)
 Master of Literature (M.Litt.)
 Master of Science (M.Sc.)
 Doctor of Philosophy (Ph.D.)
 Bachelor of Divinity (B.D.)
 Master of Surgery (M.Chir.)
 Bachelor of Laws (LL.B.)
 Bachelor of Music (Mus.B.)
 Doctor of Divinity (D.D.)
 Doctor of Laws (LL.D.)
 Doctor of Medicine (M.D.)
 Doctor of Music (Mus.D.)
 Doctor of Letters (Litt.D.)
 Doctor of Science (Sc.D.)

Degree

Durham .. Bachelor of Arts (B.A.)
 Bachelor of Arts in Fine Art (B.A.)
 Bachelor of Arts in Town and Country Planning (B.A.)
 Bachelor of Architecture (B.Arch.)
 Bachelor of Medicine and Bachelor of Surgery (M.B., B.S.)
 Bachelor of Dental Surgery (B.D.S.)
 Bachelor of Science in Pure Science (including General Honours and the General Degree with Honours) (B.Sc.)
 Bachelor of Science in Applied Science (B.Sc.)
 Bachelor of Science in Agriculture (B.Sc.)
 Bachelor of Commerce (B.Com.)
 Bachelor of Arts in Economic Studies (B.A.)
 Bachelor of Arts with Honours in Oriental Studies (B.A.)
 Bachelor of Laws (LL.B.)

Higher degree

Master of Arts (M.A.)
 Master of Letters (M.Litt.)
 Doctor of Letters (D.Litt.)
 Doctor of Medicine (M.D.)
 Doctor of Surgery (D.S.)
 Doctor of Hygiene (D.Hyg.)
 Master of Dental Surgery (M.D.S.)
 Doctor of Dental Science (D.D.S.)
 Master of Music (M.Mus.)
 Doctor of Music (D.Mus.)
 Master of Commerce (M.Com.)
 Master of Arts in Economic Studies (M.A.)
 Master of Laws (LL.M.)
 Master of Education (M.Ed.)
 Bachelor of Divinity (B.D.)
 Doctor of Divinity (D.D.)
 Master of Science (Faculties of Science, Applied Science and Agriculture) (M.Sc.)
 Doctor of Philosophy (All Faculties) (Ph.D.)
 Doctor of Law (LL.D.)

APPENDIX IV—continued

<i>University</i>	<i>Degree</i>
Exeter	Bachelor of Arts (B.A.) Bachelor of Arts in Social Studies (including the General Degree with Honours) (B.A.) Bachelor of Science (including the General Honours Degree) (B.Sc.) Bachelor of Laws (LL.B.)
	<i>Higher degree</i> Master of Arts (M.A.) Master of Science (M.Sc.) Master of Laws (LL.M.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Laws (LL.D.)
Hull	<i>Degree</i> Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Science (Economics) (B.Sc.(Econ.))
	<i>Higher degree</i> Master of Arts (M.A.) Master of Science (M.Sc.) Master of Laws (LL.M.) Master of Economic Science (M.Sc.(Econ.)) Master of Education (M.Ed.) Bachelor of Divinity (B.D.) Doctor of Divinity (D.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Laws (LL.D.) Doctor of Music (D.Mus.) Doctor of Philosophy (Ph.D.)
Leeds	<i>Degree</i> Bachelor of Arts (B.A. (including B.A.Hons.(Gen.) 1936-40 and from 1953) Bachelor of Science (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Commerce (B.Com.) Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.) Bachelor of Dental Surgery (B.Ch.D.)
	<i>Higher degree</i> Master of Arts (M.A.) Master of Science (M.Sc.) Master of Education (M.Ed.) Doctor of Philosophy (Ph.D.) Master of Laws (LL.M.) Master of Commerce (M.Com.)
Leicester ..	<i>Degree</i> Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.)
	<i>Higher degree</i> Master of Arts (M.A.) Master of Science (M.Sc.) Master of Education (M.Ed.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.)
Liverpool ..	<i>Degree</i> Bachelor of Arts (B.A.) (1903-35) Bachelor of Arts in Special Studies (B.A.) (from 1932) Bachelor of Arts in General Studies (B.A.) (from 1932) Bachelor of Commerce (B.Com.) (1924-40) (1950 to date) Bachelor of Arts in Architecture (B.A.(Arch.)) (1903-10) Bachelor of Architecture in Architectural Design (B.Arch.) (1920-32)

APPENDIX IV—continued

University
Liverpool—contd.

Degree

Bachelor of Architecture in Architectural Construction (B.Arch.) (1920-32)
Bachelor of Architecture (B.Arch.) (from 1932)
Bachelor of Science (B.Sc.)
Bachelor of Medicine, Bachelor of Surgery (M.B., Ch.B.)
Bachelor of Dental Surgery (B.D.S.) (from 1914)
Bachelor of Laws (LL.B.)
Bachelor of Engineering (B.Eng.)
Bachelor of Veterinary Science (B.V.Sc.)

Higher degree

Doctor of Letters (Litt.D.)
Master of Civic Design (M.C.D.)
Master of Commerce (M.Com.)
Doctor of Science (D.Sc.)
Doctor of Medicine (M.D.)
Master of Radiology (M.Rad.)
Master of Dental Surgery (M.D.S.)
Doctor of Laws (LL.D.)
Doctor of Engineering (D.Eng.)
Doctor of Veterinary Science (D.V.Sc.)
Master of Veterinary Science (M.V.Sc.)
Doctor in Philosophy (Ph.D.)
Master of Arts (M.A.)
Master of Architecture (M.Arch.)
Master of Science (M.Sc.)
Master of Surgery (Ch.M.)
Master of Orthopaedic Surgery (M.Ch.Orth.)
Master of Laws (LL.M.)
Master of Engineering (M.Eng.)

Degree

London Bachelor of Arts (Honours) (B.A.)
Bachelor of Science (Special or General) (B.Sc.)
Bachelor of Science (Economics) (B.Sc.(Econ.))
Bachelor of Science (Sociology) (B.Sc.(Soc.))
Bachelor of Commerce (B.Com.)
Bachelor of Divinity (B.D.)
Bachelor of Laws (LL.B.)
Bachelor of Science (Engineering) (B.Sc.(Eng.))
Bachelor of Music (B.Mus.) (from 1951)
Bachelor of Science (Household and Social Science) (B.Sc.(H. and S.S.))
Bachelor of Science (Household Science) (B.Sc. (Household Science))
Bachelor of Science (Nutrition) (B.Sc. (Nutrition))
Bachelor of Science (Agriculture) (B.Sc. (Agric.)) with Honours from 1955
Bachelor of Arts in Architecture (B.A.)
Bachelor of Pharmacy (B.Pharm.)

Higher degree

Master of Theology (M.Th.)
Doctor of Divinity (D.D.)
Master of Arts (M.A.)
Doctor of Literature (D.Lit.)
Master of Laws (LL.M.)
Doctor of Laws (LL.D.)
Doctor of Music (D.Mus.)
Doctor of Medicine (M.D.)
Master of Surgery (M.S.)
Master of Dental Surgery (M.D.S.)
Master of Pharmacy (M.Pharm.)
Master of Science (M.Sc.)
Doctor of Science (D.Sc.)
Master of Science (Agriculture) (M.Sc. (Agric.))
Master of Science (Engineering) (M.Sc. (Eng.))
Doctor of Science (Engineering) (D.Sc.(Eng.))
Master of Science (Economics) (M.Sc. (Econ.))
Doctor of Science (Economics) (D.Sc. (Econ.))
Master of Science (Estate Management) (M.Sc. (Est. Man.))
Doctor of Philosophy (Ph.D.) (conferred in all faculties)

<i>University</i>	<i>Degree</i>
Manchester ..	Bachelor of Arts (B.A.)
	Bachelor of Science (B.Sc.)
	Bachelor of Laws (LL.B.)
	Bachelor of Arts (Economics and Social Studies) (B.A. (Econ.))
	Bachelor of Technical Science (B.Sc. Tech.)
	Bachelor of Divinity (B.D.)
	Bachelor of Music (Mus.B.)
	<i>Higher degree</i>
	Master of Arts (M.A.)
	Master of Science (M.Sc.)
	Master of Laws (LL.M.)
	Master of Dental Surgery (M.D.S.)
	Master of Arts (Economic and Social Studies) (M.A. (Econ.))
	Master of Arts (Commerce) (M.A. (Com.))
	Master of Arts (Administration) (M.A. (Admin.))
	Master of Technical Science (M.Sc. Tech.)
	Master in Education (M.Ed.)
Nottingham ..	<i>Degree</i>
	Bachelor of Arts (B.A.)
	Bachelor of Laws (LL.B.)
	Bachelor of Science (B.Sc.)
	Bachelor of Pharmacy (B.Pharm.) (from 1956)
	Bachelor of Science in Engineering (B.Sc.(Eng.)) (up to 1957)
	Bachelor of Science in Mining (B.Sc.(Min.)) (up to 1957)
	Bachelor of Music (B.Mus.) (from 1958)
	<i>Higher degree</i>
	Doctor of Divinity (D.D.)
	Doctor of Laws (LL.D.)
	Doctor of Letters (D. Litt.)
	Doctor of Science (D.Sc.)
	Doctor of Philosophy (Ph.D.)
	Bachelor of Divinity (B.D.)
	Master of Arts (M.A.)
	Master of Laws (LL.M.)
	Master of Education (M.Ed.)
	Master of Science (M.Sc.)
	Master of Pharmacy (M.Pharm.)
Oxford .. (see note (2) below)	A degree in which the teacher was placed in Class I or Class II of the final examination in one of the following schools:—
	Literae Humaniores
	Mathematics
	Natural Science
	Jurisprudence
	Modern History
	Theology
	Oriental Studies
	English Language and Literature
	Modern Languages
	Philosophy, Politics and Economics
	Geography
	Agriculture
	Forestry
	Psychology, Philosophy and Physiology
	Music
	<i>Higher degree</i>
	Bachelor of Music (B. Mus.)
	Doctor of Music (D.Mus.)
	Bachelor of Letters (B.Litt.)
	Bachelor of Philosophy (B.Phil.)
	Bachelor of Science (B.Sc.)
	Doctor of Philosophy (D.Phil.)
	Doctor of Letters (D.Litt.)
	Doctor of Science (D.Sc.)
	Bachelor of Civil Law (B.C.L.)

APPENDIX IV—continued

<i>University</i>	<i>Higher degree</i>
Oxford—contd.	<p>Doctor of Civil Law (D.C.L.) Bachelor of Medicine (B.M.) Doctor of Medicine (D.M.) Master of Surgery (M.Ch.) Bachelor of Divinity (B.D.) Doctor of Divinity (D.D.)</p> <p><i>Degree</i></p>
Reading	<p>Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Science (Agriculture) (B.Sc.(Agric.)) (prior to 1952)</p> <p><i>Higher degree</i></p> <p>Master of Arts (M.A.) Master of Science (M.Sc.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.)</p> <p><i>Degree</i></p>
Sheffield	<p>Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.) (prior to 1954) Bachelor of Dental Surgery (B.D.S.) (prior to 1954) Bachelor of Engineering (B.Eng.) (from 1923) Bachelor of Metallurgy (B.Met.) (from 1923) Bachelor of Technical Science (B.Sc.(Tech.)) (from 1923) Bachelor of Laws (LL.B.) (from 1951) (Graduation diplomas issued prior to 1920 did not show the class of honours awarded.)</p> <p><i>Higher degree</i></p> <p>Bachelor of Music (B.Mus.) Master of Arts (M.A.) Master of Laws (LL.M.) Master of Science (M.Sc.) Master of Engineering (M.Eng.) Master of Technical Science (M.Sc.Tech.) Master of Metallurgy (M.Met.) Doctor of Philosophy (Ph.D.) Master of Surgery (Ch.M.) Master of Dental Surgery (M.D.S.) Doctor of Medicine (M.D.)</p> <p><i>Degree</i></p>
Southampton ..	<p>Bachelor of Arts (Honours) (B.A. (Hons.)) Bachelor of Arts (General) (B.A.(Gen.)) Bachelor of Arts (Law) (B.A.(Law)) Bachelor of Science (Special) (B.Sc. Special Hons.) Bachelor of Science (General) (B.Sc.Gen. Hons.) Bachelor of Science Honours in Engineering (B.Sc.Eng. Hons.) Bachelor of Science (Economics) (B.Sc. Econ.)</p> <p><i>Higher degree</i></p> <p>Master of Arts (M.A.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Master of Science (M.Sc.) Doctor of Science (D.Sc.) Master of Science Engineering (M.Sc.(Eng.)) Master of Science Economics (M.Sc.(Econ.)) Doctor of Science Economics (D.Sc.(Econ.)) Master of Arts Education (M.A.(Ed.)) Master of Laws (LL.M.) Doctor of Laws (LL.D.)</p> <p><i>Degree</i></p>
North Staffordshire (University College)	<p>Bachelor of Arts (B.A.)</p>

<i>University</i>	<i>Degree</i>
Wales	Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Music (B.Mus.) Bachelor of Laws (LL.B.) Bachelor of Architecture (B.Arch.)
	<i>Higher degree</i>
	Bachelor of Architecture (B.Arch.) Bachelor of Divinity (B.D.) Master of Arts (M.A.) Master of Science (M.Sc.) Master of Music (M.Mus.) Master of Laws (LL.M.) Master of Pharmacy (M.Pharm.) Doctor of Philosophy (Ph.D.) Master of Surgery (M.Ch.) Doctor of Medicine (M.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Divinity (D.D.) Doctor of Music (D.Mus.) Doctor of Laws (LL.D.)
St. David's College, Lampeter	<i>Degree</i> Bachelor of Arts (Honours) (B.A.)
	<i>Higher degree</i> Bachelor of Divinity (B.D.)
Scotland	<i>Degree</i>
St. Andrews ..	Master of Arts (M.A.) Bachelor of Science (B.Sc.) Bachelor of Science in Engineering (B.Sc.Eng.)
	<i>Higher degree</i> Bachelor of Philosophy (B.Phil.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Philosophy (Ph.D.) Bachelor of Education (Ed.B.) Bachelor of Laws (LL.B.) Bachelor of Divinity (B.D.)
Aberdeen ..	<i>Degree</i> Master of Arts (M.A.) Bachelor of Science (B.Sc.) Bachelor of Science in Agriculture (B.Sc.Agr.) Bachelor of Science in Forestry (B.Sc.For.) Bachelor of Science in Engineering (B.Sc.Eng.) Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.)
	<i>Higher degree</i> Bachelor of Education (Ed.B.) Bachelor of Divinity (B.D.) Bachelor of Laws (LL.B.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Medicine (M.D.) Master of Surgery (Ch.M.)
Edinburgh ..	<i>Degree</i> Master of Arts (M.A.) Bachelor of Science (Pure Science) (B.Sc.) Bachelor of Science (Agriculture) (B.Sc.) Bachelor of Science (Forestry) (B.Sc.) Bachelor of Science (Engineering) (B.Sc.) Bachelor of Science (Mining) (B.Sc.) Bachelor of Science Technical Chemistry (Chemical Technology) (B.Sc.) Bachelor of Music (B.Mus.)

APPENDIX IV—continued

<i>University</i>	<i>Higher degree</i>
Edinburgh—contd.	Bachelor of Education (B.Ed.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Bachelor of Laws (LL.B.) Bachelor of Divinity (B.D.) Doctor of Music (D.Mus.) Master of Science (M.Sc.) Doctor of Science (D.Sc.)
	<i>Degree</i>
Glasgow ..	Master of Arts (M.A.) Bachelor of Science (B.Sc.) (Pure Science from 1921) (Engineering from 1925) Bachelor of Science in Applied Chemistry (B.Sc.) (from 1925) Bachelor of Music (B.Mus.)
	<i>Higher degree</i>
	Doctor of Philosophy (Ph.D.) Bachelor of Letters (B.Litt.) Doctor of Science (D.Sc.) Doctor of Letters (D.Litt.) Doctor of Medicine (M.D.) Master of Surgery (Ch.M.) Doctor of Music (D.Mus.) Bachelor of Laws (LL.B.) Bachelor of Divinity (B.D.) Bachelor of Education (Ed.B.)
	<i>Degree</i>
Ireland Queen's, Belfast	Bachelor of Arts (B.A.) Bachelor of Science, Pure Science and Applied Science and Technology (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Commercial Science (B.Com.Sc.) Bachelor of Science (Economics) (B.Sc.(Econ.)) (after 1948) Bachelor of Agriculture (B.Agr.) Bachelor of Medicine (M.B.) Bachelor of Music (B.Mus.) Bachelor of Dental Surgery (B.D.S.)
	<i>Higher degree</i>
	Doctor of Literature (D.Lit.) Doctor of Science (D.Sc.) Doctor of Medicine (M.D.) Doctor of Laws (LL.D.) Doctor of Philosophy (Ph.D.) Master of Arts (M.A.) Bachelor of Education (B.Ed.) Bachelor of Divinity (B.D.) Master of Science (M.Sc.) Master of Surgery (M.Ch.) Master of Dental Surgery (M.D.S.) Master of Science in Economics (M.Sc.(Econ.)) Master of Agriculture (M.Agr.) Master of Laws (LL.M.)
	<i>Degree</i>
National, Dublin	Bachelor of Arts (B.A.) Bachelor of Music (B.Mus.) Bachelor of Science (B.Sc.) Bachelor of Agricultural Science (B.Agr.Sc.) Bachelor of Commerce (B.Comm.) Bachelor of Dairy Science (B.Sc. (Dairying)) (after 1927) Bachelor of Engineering (B.E.) Bachelor of Architecture (B.Arch.) Bachelor of Veterinary Medicine (M.V.B.) (after 1947) Bachelor of Medicine, Bachelor of Surgery, Bachelor of Obstetrics (M.B., B.Ch., B.A.O.) Bachelor of Dental Surgery (B.D.S.) Bachelor of Civil Law (B.C.L.) (after 1954)

APPENDIX IV—continued

<i>University</i>	<i>Higher degree</i>
National, Dublin — <i>contd.</i>	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Agricultural Science (M.Agr.Sc.) Bachelor of Laws (LL.B.) Master of Engineering (M.E.) Master of Architecture (M.Arch.) Master of Commerce (M.Comm.) Master of Surgery (M.Ch.) Master of Obstetrics (M.A.O.) Master of Dental Surgery (M.D.S.) Master of Economic Science (M.Econ.Sc.) (after 1928) Master of Dairy Science (M.Sc.Dairying) Master of Veterinary Medicine (M.V.M.) Philosophiae Doctor (Ph.D.) Doctor of Literature (D.Litt.) Doctor of Music (D.Mus.) Doctor of Celtic Studies (D.Litt.Celt.) Doctor of Science (D.Sc.) Doctor of Laws (LL.D.) Doctor of Economic Science (D.Econ.Sc.) Doctor of Science (Public Health) (D.Sc. Public Health) (prior to 1948) Doctor of Medicine (M.D.)
	<i>Degree</i>
Dublin, Trinity College	Mathematics Classics Mental and Moral Philosophy (prior to 1926) Mental and Moral Science (from 1926) Experimental Science Natural Science History and Political Science (prior to 1948) Modern History and Political Science (from 1948) Ancient History and Political Science (from 1948) Modern Literature Legal and Political Science (prior to 1933) Legal Science (from 1933) Economics and Political Science (from 1933) Engineering Science (prior to 1954) Celtic Languages Oriental Languages Ancient and Modern Literature (from 1951) (Prior to 1925 a Senior Moderatorship is deemed the equivalent of a First or Second Class Honours degree)
	<i>Higher degree</i>
	Master in Science (M.Sc.) Doctor in Science (Sc.D.) Doctor in Philosophy (Ph.D.) Bachelor in Letters (B.Litt.) Doctor in Letters (Litt.D.) Bachelor in Divinity (B.D.) Doctor in Divinity (D.D.) Doctor in Medicine (M.D.) Master in Surgery (M.Ch.) Master in Obstetrics (M.A.O.) Master in Dental Science (M.Dent.Sci.) Master in Civil Engineering (M.A.I.) Bachelor in Music (Mus. B.) Doctor in Music (Mus.D.) Master in Commerce (M.Comm.)

Such other degrees with First or Second Class Honours or Higher degrees of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland, as are added to the foregoing list by the Burnham Committee.

NOTES :

(1) Teachers who have passed the requisite final examination and complied with the other conditions for the award of a First or Second Class Honours degree or Higher degree are entitled to receive the addition even though the degree has not been conferred.

(2) In the case of Cambridge and Oxford Universities, women who otherwise satisfied the conditions for the award of a degree as set out above are entitled to receive the addition, even though the regulations of those Universities for the time being in force precluded the conferment of the degree upon them.

APPENDIX V

Relevant Extracts from Previous Reports

Relevant Sections of previous Reports which are referred to in the main text of this Report are reproduced below

1. *Appendix V of the 1938 Technical Report (to which Part B of Appendix II to this Report refers):—*

“WAR SERVICE. (SECTION 16 (a) (iv) OF REPORT)

1. The following types of war service (see Circulars 1244, 1318 and 1336) may be counted for increment purposes:—

- (a) Service with H.M. Forces (Soldiers, Sailors or Airmen).
- (b) A period of disablement owing to medical treatment for wounds or other disabilities contracted when on war service with H.M. Forces, up to a maximum of 12 months, on production of satisfactory evidence that the Teacher was unable to resume or continue teaching duties, or was unable after demobilisation to complete his preparation for the teaching profession.
- (c) Service with the Allied armies in a combatant capacity, provided that the Teacher was in recognised teaching service in England, Wales or Scotland before the war.
- (d) Service which has been accepted by the Naval or Military Authority for the purpose of the issue of the Victory Medal or the Mercantile Marine War Medal.

2. The following are examples of types of war service which are not taken into account for increment purposes:—

- (a) Voluntary periods of service after the Armistice (but provided they do not exceed 12 months duration, they do not invalidate actual service during the war from being counted).
N.B.—There was no voluntary service with the Navy.
- (b) Service with Army Reserve W. In the case of Teachers who had service with the Forces prior to transfer to Army Reserve W, the date of demobilisation may be taken to be the date of discharge from Army Reserve W.
- (c) A period of internment as a civilian prisoner of war.
- (d) Munitions work.
- (e) Service in a University O.T.C. (N.B.—This does not include service in the Artists Rifles O.T.C. or Inns of Court O.T.C. which is regarded as war service.)
- (f) Service with the Forces of the Crown before the age of 18.

3. The following classes of Teachers are allowed to count war service as defined in paragraph 1 above for increment purposes:—

- (a) Men who were serving as full-time Teachers at the outbreak of the war or later—
Provided that they resumed such teaching at the first opportunity after demobilisation, or the interval between demobilisation and resuming teaching was occupied by a full-time course of study for a degree, or in preparation for the teaching profession.
- (b) New Entrants—Graduates—
As regards men Teachers who only commenced full-time teaching service after the war and had not been in any other occupation prior to the war, war service is counted for increment purposes on the Graduate Scale, subject to the following conditions:—

- (i) The teacher must have entered upon full-time teaching service at the first opportunity after demobilisation, or after the completion of a full-time course of study for a degree, or in preparation for the teaching profession. A short period of temporary teaching service whilst waiting for admission to the University is ignored.
- (ii) If the total period spent in such full-time course of study falls short of three years, the difference between three years and the period actually spent in the course (both before and after enlistment) is deducted from any period allowed (for salary purposes) for service with the Forces. For this purpose, the University year is taken as commencing on 1st August and ending on 31st July.

(c) New Entrants—Non-Graduates:—

- (i) Men possessing qualifications accepted by the Board as equivalent to a degree are treated as Graduates and dealt with as in (b) above.
- (ii) Certificated Assistant Masters are dealt with in accordance with Circular 1227. (See Appendix V to Standard Scales Report.)
- (iii) In the case of other Assistant Masters, war service is counted only if the Teacher possesses suitable and substantial qualifications based upon a course of full-time study of at least two years' duration (e.g., courses of study in Art or Music). In such cases the normal period of full-time study required for the qualification is substituted for three years in (b) (ii) above.

(d) In the case of women Teachers war service is counted only if it is of the type coming under paragraph 1 (d), was commenced before 14th June, 1917, and if the teachers concerned satisfy the conditions set forth in (a), (b) or (c) preceding.

4. War service is counted for increments on the scale which was appropriate to the Teacher before his entry on war service, except in the following cases:—

- (a) Teachers who proceeded to a University and obtained a degree before resuming teaching are treated as new entrants (see paragraph 3(b) preceding).
- (b) Teachers in foreign service prior to the war, who resumed teaching in a school in England, Wales or Scotland immediately on demobilisation, have their war service counted on the same scale as is appropriate to their post-war service. If, however, they returned to foreign service after demobilisation, their war service is not counted for increment purposes.
- (c) In the case of Teachers serving in Secondary or Technical Schools before the war, who were awarded War Degrees whilst on Active Service, the war service is counted at Non-Graduate rates up to the date of the award of the War Degree, and at Graduate rates afterwards."

2. *Sections 8, 9 and 10 of the 1927 Technical Report (to which paragraph 1 (i) of Part B of Appendix IV to this Report refers):—*

"CONSIDERATION FOR EXISTING TEACHERS

8. A Local Education Authority, in considering the placing of Non-Graduate teachers on the Graduate scale, should accept a less exacting standard for teachers who were in the service of the Authority on the 1st April, 1921.

NON-GRADUATE TEACHERS ALREADY PLACED ON A GRADUATE SCALE

9. In Schools to which this Report relates where there were in force definite scales for Graduates and Non-Graduates prior to 1st April, 1921, or the date of the adoption of the 1921 Report, if later, and where a Non-Graduate teacher had been placed by the Local Education Authority on such graduate scale, such recognition shall continue in the application of the new scales.

LONG-SERVICE NON-GRADUATE TEACHERS

10. In Schools to which this Report relates, the Local Education Authority is recommended to recognise the case of Non-Graduate teachers of adequate educational qualifications whose service in such Schools has been of a meritorious character and who were appointed on or before 1st April, 1912, by placing such teachers on the Graduate scale."

Sections 7, 8, 9 of the 1921 Technical Report and Sections 8, 9, 10 of the 1920 and 1927 Secondary Reports are in similar sense.

3. *Section 3(3)(a)(ii) of the 1938 Technical Report (to which paragraph 1(ii) of Part B of Appendix IV to this Report refers):—*

"GRADE III—GRADUATE ASSISTANTS

Assistants in this grade will be of two kinds:—

- (i) those whose industrial or commercial qualifications and teaching or other experience entitle them in the opinion of the Local Education Authority to be placed in this grade.

NOTE: The Board's approval must be sought for all cases proposed under (ii)."

Section 4(3)(b) of the 1921 Technical Report and Section 3(3)(a)(ii) of the 1927 Technical Report are in similar sense.

4. *Paragraph 7 of Part A of Appendix III to the Report of the Committee on Scales of Salary for the Teaching Staff of Farm Institutes, etc., 1956 (to which paragraph 6 of Part A of Appendix III to this Report refers):—*

"7. Study or training undertaken before attaining the age of 17 years is not eligible to be taken into account for the purposes of this Appendix, except in the case of a course beginning at the Autumn Term. In this case if the student attains the age of 17 years by 1st October in the first year of the course the whole period may be taken into account."

APPENDIX VI

1. Basic Scale Salary (without additions) for each year.

Completed years of service	SCALES FOR MEN			
	Assistants			Senior Assistants
	Grade I	Grade II	Grade III	
0	£ s. 520 0	£ s. 610 0	£ s. 700 0	£ s. 1,180 0
1	547 10	637 10	727 10	1,212 10
2	575 0	665 0	755 0	1,245 0
3	602 10	692 10	782 10	1,277 10
4	630 0	720 0	810 0	1,310 0
5	657 10	747 10	837 10	1,350 0
6	685 0	775 0	865 0	
7	712 10	802 10	892 10	
8	740 0	830 0	920 0	
9	767 10	857 10	947 10	
10	795 0	885 0	975 0	
11	822 10	912 10	1,002 10	
12	850 0	940 0	1,030 0	
13	877 10	967 10	1,057 10	
14	905 0	995 0	1,085 0	
15	932 10	1,022 10	1,112 10	
16	960 0	1,050 0	1,140 0	
17	1,000 0	1,090 0	1,180 0	

SCALES FOR WOMEN

	£	£	£	£
0	468	540	612	944
1	490	562	634	970
2	512	584	656	996
3	534	606	678	1,022
4	556	628	700	1,048
5	578	650	722	1,080
6	600	672	744	
7	622	694	766	
8	644	716	788	
9	666	738	810	
10	688	760	832	
11	710	782	854	
12	732	804	876	
13	754	826	898	
14	776	848	920	
15	800	872	944	

Under the equal pay arrangements in Section C of this Report an increment of five-sevenths of the difference between the salary for a woman and that for a man is payable for the period 1st October, 1959, to 31st March, 1960; a further increment becomes payable on 1st April, 1960, and full equality in pay is reached on 1st April, 1961.

APPENDIX VI—continued

2. For purposes of illustration, the following representative scales for men indicate the method of assessing salary, with additions but without special allowances, on the basis of increments accruing in respect of completed years of service.

Completed years of service	Assistant Grade I			Assistant Grade II			Assistant Grade III			Senior Assistant		
	Non-graduate 3 years trained	Graduate, no training addition	Graduate, 3 years trained	Non-graduate 3 years trained	Graduate, no training addition	Graduate, 3 years trained	Non-graduate 3 years trained	Graduate, no training addition	Graduate, 3 years trained	Non-graduate 3 years trained	Graduate, 4 years trained	Graduate, Good Honours addition, 4 years trained
0	£ 550 0	£ 610 0	£ 640 0	£ 640 0	£ 700 0	£ 730 0	£ 730 0	£ 750 0	£ 790 0	£ 820 0	£ 1,330 0	£ 1,405 0
1	577 10	637 10	667 10	667 10	727 10	757 10	757 10	785 0	817 10	847 10	1,362 10	1,437 10
2	605 0	665 0	695 0	695 0	755 0	785 0	785 0	815 0	845 0	875 0	1,395 0	1,470 0
3	632 10	692 10	722 10	722 10	782 10	812 0	812 0	840 0	872 10	902 10	1,427 10	1,502 10
4	660 0	720 0	750 0	750 0	810 0	840 0	840 0	867 10	900 0	930 0	1,460 0	1,535 0
5	687 10	747 10	777 10	777 10	837 10	867 10	867 10	895 0	927 10	957 10	1,500 0	1,575 0
6	715 0	775 0	805 0	805 0	865 0	895 0	895 0	925 0	955 0	985 0		
7	742 10	802 10	832 10	832 10	892 10	922 10	922 10	950 0	982 10	1,012 10		
8	770 0	830 0	860 0	860 0	920 0	950 0	950 0	977 10	1,010 0	1,040 0		
9	797 10	857 10	887 10	887 10	947 10	977 10	977 10	1,005 0	1,037 10	1,067 10		
10	825 0	885 0	915 0	915 0	975 0	1,005 0	1,005 0	1,032 10	1,065 0	1,095 0		
11	852 10	912 10	942 10	942 10	1,002 10	1,032 10	1,032 10	1,060 0	1,092 10	1,122 10		
12	880 0	940 0	970 0	970 0	1,030 0	1,060 0	1,060 0	1,087 10	1,120 0	1,150 0		
13	907 10	967 10	997 10	997 10	1,057 10	1,087 10	1,087 10	1,115 0	1,147 10	1,177 10		
14	935 0	995 0	1,025 0	1,025 0	1,085 0	1,115 0	1,115 0	1,142 10	1,175 0	1,205 0		
15	962 10	1,022 10	1,052 10	1,052 10	1,112 10	1,142 10	1,142 10	1,170 0	1,202 10	1,232 10		
16	990 0	1,050 0	1,080 0	1,080 0	1,140 0	1,170 0	1,170 0	1,200 0	1,230 0	1,260 0		
17	1,030 0	1,090 0	1,120 0	1,120 0	1,180 0	1,210 0	1,210 0	1,240 0	1,270 0	1,300 0		

Under the equal pay arrangements in Section C of this Report an increment of five-sevenths of the difference between the salary for a woman and that for a man is payable for the period 1st October, 1959, to 31st March, 1960; a further increment becomes payable on 1st April, 1960, and full equality in pay is reached on 1st April, 1961.

APPENDIX VI—continued

3. For the purpose of illustration the following examples indicate the method of assessing salary with additions. All the examples relate to men assistants. The method of assessment is similar for women assistants, the equal pay increment being payable in addition.

A uniform incremental date of 1st April has been used and continuity of service from 1st April, 1959, has been assumed.

(i) Assistants

- (a) Assistant Grade I, non-graduate—3 years trained with 6 years 5 months' previous service to 30th September, 1959 (5 years 11 months' service to 31st March, 1959). (Reference Appendix I, Part B, paragraph 2.)

	£	s.	d.
Minimum of scale for Assistants Grade I	520	0	0
Addition for training	30	0	0
5.11/12ths increments of £27 10s. in respect of 5 years 11 months service to 31st March, 1959	162	14	2
Salary from 1st October, 1959	£712	14	2 per annum
Increment of £27 10s. in respect of service from 1st April, 1959, to 31st March, 1960	27	10	0
Salary from 1st April, 1960	£740	4	2 per annum

- (b) Assistant Grade II, non-graduate, with 4 years 7 months service to 30th September, 1959 (4 years 1 month service to 31st March, 1959). (Reference Appendix I, Part B, paragraph 2.)

	£	s.	d.
Minimum of scale for Assistants Grade II	610	0	0
4.1/12ths increments of £27 10s. in respect of 4 years 1 month service to 31st March, 1959	112	5	10
Salary from 1st October, 1959	£722	5	10 per annum
Increment of £27 10s. in respect of service from 1st April, 1959, to 31st March, 1960	27	10	0
Salary from 1st April, 1960	£749	15	10 per annum

- (c) Assistant Grade III, graduate, 3 years' trained, appointed in that capacity on 1st January, 1960, with 14 years 10 months service to 31st December, 1959 (Assistant Grade II from 1st October, 1956). (Reference Appendix I, Part B, paragraph 2.)

	£	s.	d.
Minimum of scale for Assistants Grade III	700	0	0
Addition for degree	90	0	0
Addition for training	30	0	0
14.1/12ths increments of £27 10s. in respect of 14 years 1 month service to 31st March, 1959	387	5	10
Salary from 1st January, 1960	£1,207	5	10 per annum
Increment of £27 10s. in respect of service from 1st April, 1959, to 31st March, 1960	27	10	0
Salary from 1st April, 1960	£1,234	15	10 per annum

(ii) Senior Assistants

- (a) Senior Assistant, graduate, 3 years trained, whose salary on appointment in that capacity on 1st September, 1957, was £1,080 (excluding additions for training and degree) under Appendix I, Part B, paragraph 3(c) of the 1956 Report—i.e. one increment above the minimum of the scale by application of the "next higher point" principle. (Reference Appendix I, Part B, paragraph 3(a)).

- (i) Point of entry into Senior Assistant scale on 1st October, 1959, under paragraph 3(a)(i)(a):—

	£	s.	d.
Minimum of scale for Senior Assistants	1,180	0	0
1.7/12ths increments of £32 10s. in respect of service as Senior Assistant from 1st September, 1957, to 31st March, 1959	51	9	2
	£1,231	9	2

- (ii) Point of entry into Senior Assistant scale on 1st October, 1959, under paragraph 3(a)(i)(b):—

	£	s.	d.
Minimum of scale for Senior Assistants	1,180	0	0
1 increment of £32 10s. in respect of point of entry on Senior Assistant scale at date of appointment	32	10	0
1.7/12ths increments of £32 10s. in respect of service as Senior Assistant from 1st September, 1957, to 31st March, 1959	51	9	2
	<hr/>		
	£1,263	19	2
	£	s.	d.
Therefore paragraph 3(a)(i) (b) applies and point of entry from 1st October, 1959, is (ii) above	1,263	19	2
Addition for degree	90	0	0
Addition for training	30	0	0
	<hr/>		
Salary from 1st October, 1959	1,383	19	2 per annum
Increment of £32 10s. in respect of service from 1st April, 1959, to 31st March, 1960	32	10	0
	<hr/>		
Salary from 1st April, 1960	£1,416	9	2 per annum

- (b) Senior Assistant, graduate, Good Honours degree, 4 years trained, appointed for the first time in that capacity on 1st January, 1960, following service as Assistant Grade III and whose salary on total service to 31st December, 1959, would have been £1,180 per annum (excluding additions for degree and training). (Reference Appendix I, Part B, paragraph 3(c)).

- (i) Point of entry into Senior Assistant scale on 1st January, 1960, under paragraph 3(c)(i)(a):—

	£	s.	d.
Minimum of scale for Senior Assistants	1,180	0	0
(ii) Point of entry into Senior Assistant scale on 1st January, 1960, under paragraph 3(c)(i)(b):—			
	£	s.	d.
As the salary applicable in the former post (£1,180 per annum) equals (i) above the "next higher point" applies and point of entry on 1st January, 1960, is ..	1,212	10	0
Therefore point of entry into Senior Assistants scale is (ii) above	1,212	10	0
Addition for degree	90	0	0
Addition for Good Honours degree	75	0	0
Addition for training	60	0	0
	<hr/>		
Salary from 1st January, 1960	£1,437	10	0 per annum
3/12ths increment of £32 10s. in respect of service from 1st January, 1960, to 31st March, 1960	8	2	6
	<hr/>		
Salary from 1st April, 1960	£1,445	12	6 per annum

- (c) Senior Assistant, graduate, 4 year trained, appointed on 1st September, 1958, at a commencing salary of £1,110 per annum under Appendix I, Part B, paragraph 3(e) of the 1956 Report (excluding additions for degree, training and any allowance over and above scale salary) who on 1st September, 1959, was appointed Lecturer in a University and re-appointed Senior Assistant on 1st January, 1960. (Reference Appendix I, Part B, paragraph 3(b)).

	£	s.	d.
Point of entry into Senior Assistant scale on 1st September, 1958	1,110	0	0
1 increment of £30 in respect of service from 1st September, 1958, to 31st August 1959.	30	0	0
Therefore salary under 1956 Report applicable at date of leaving, i.e., 31st August, 1959 (excluding additions for degree, training and any allowance over and above scale salary)	£1,140	0	0

APPENDIX VI—continued

This rate represents 3 increments (£90) above the minimum of the scale for Senior Assistants in the 1956 Report.

- (i) Therefore point of entry into Senior Assistant scale applicable under paragraph 3(b)(i)(b) on re-appointment:—

	£	s.	d.
Minimum of scale	1,180	0	0
3 increments of £32 10s.	97	10	0
	<u>£1,277</u>	<u>10</u>	<u>0</u>

- (a) Point of entry into Senior Assistants scale applicable under paragraph 3(b)(i)(a) on re-appointment:—

	£	s.	d.
Minimum of scale	1,180	0	0
4/12ths increment of £32 10s. in respect of previous educational service from 1st September, 1959, to 31st December, 1959, accepted for increment	10	16	8
1 increment of £32 10s. in respect of service as a Senior Assistant from 1st September, 1958, to 31st August, 1959	32	10	0
	<u>£1,223</u>	<u>6</u>	<u>8</u>

Therefore paragraph 3(b)(i)(b) applies and point of entry into Senior Assistant scale on 1st January, 1960, is (i) above.

	£	s.	d.
Addition for degree	1,277	10	0
Addition for training	90	0	0
	<u>60</u>	<u>0</u>	<u>0</u>
Salary from 1st January, 1960	£1,427	10	0 per annum
3/12ths increment of £32 10s. in respect of service from 1st January, 1960, to 31st March, 1960.. .. .	8	2	6
Salary from 1st April, 1960	<u>£1,435</u>	<u>12</u>	<u>6 per annum</u>

(sgd.) T. P. CREED
(Chairman)

(Sgd.) W. P. ALEXANDER
(Authorities' Panel)

(Sgd.) S. E. BARNES
(Teachers' Panel)

} Joint Honorary Secretaries

28th July, 1959.

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MINISTRY OF EDUCATION

Report of the Committee

representative of Associations of Local Education
Authorities, Training College Authorities and
of the Association of Teachers in Colleges and
Departments of Education on

Scales of Salaries for the Teaching Staff of Training Colleges

ENGLAND AND WALES

1959



LONDON

HER MAJESTY'S STATIONERY OFFICE

1959

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Constitution and Membership of the Training College Salaries Committee

CHAIRMAN: Sir THOMAS CREED, K.B.E., M.C., Q.C., M.A.

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B.Sc., Authorities' and Governors' Panel.
J. P. Parry, Esq., M.A., Teaching Staff Panel.

Letter from Sir Thomas Creed forwarding the Report to the
Minister of Education

28th July, 1959

MY DEAR MINISTER,

I submit for your approval the enclosed Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges containing their recommendations for salary scales to come into operation on 1st October, 1959.

Yours sincerely,

T. P. CREED,
Chairman.

The Rt. Hon. Geoffrey Lloyd, M.P.,
Minister of Education,
Curzon Street House,
Curzon Street,
London, W.1.

Letter from the Minister of Education in reply

12th August, 1959

DEAR SIR THOMAS CREED,

Thank you for your letter of the 28th July with which you sent me the Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges containing the Committee's recommendations for salary scales to apply with effect from the 1st October, 1959.

I am glad to be able to inform you that I approve the Report and that payment of salaries in accordance with the recommendations will be approved for the purposes of Regulation 18 of the Training of Teachers (Local Education Authorities) Regulations, 1959.

I should like to express to you and to the members of the Committee my thanks for the time and labour which you and they have given to the task of preparing the Report.

Yours sincerely,

GEOFFREY LLOYD.

Sir Thomas Creed, K.B.E., M.C., Q.C.

SCALES OF SALARIES FOR THE TEACHING STAFF OF TRAINING COLLEGES

1.(1) The scales of salary prescribed in this Report apply to full-time members of the teaching staff of training colleges which are either maintained by a local education authority or are in receipt of grant from the Minister.

1.(2) (a) In the case of a woman, to the salary as otherwise determined under the provisions of this Report, there shall be an addition (to be known as the Equal Pay Increment) at the rate of the proportion specified in paragraph (b) following of the difference between the said salary and the salary for a man with equivalent service employed in a similar capacity.

(b) The relevant proportion for the period set out in column (i) below shall be the proportion specified in column (ii):—

(i) <i>Period</i>	(ii) <i>Equal Pay Increment</i>
From 1st October, 1959 to 31st March, 1960..	.. Five-Sevenths
From 1st April, 1960 to 31st March, 1961 ..	.. Six-Sevenths

(c) From 1st April, 1961, the salaries prescribed for men shall apply equally to women.

2. (a) **SCALES FOR ASSISTANT LECTURERS**

Men			Women		
Minimum	Annual Increment	Maximum	Minimum	Annual Increment	Maximum
£ 800	£ 30	£ 890	£ 750	£ 30	£ 840

(b) Increments accrue on completion of years of service recognised for the purpose of Section 10, subject to the principles set out in Section 12 for adjustment of salaries to a uniform incremental date.

(c) The method of determining the correct position of an Assistant Lecturer upon the scales is indicated in Section 10 (a).

(d) Where appointments on these scales are made it is the Committee's intention that they should be short term engagements not exceeding five years and that there should be no direct promotion from these scales to higher scales in this Report. It is also the Committee's intention that appointments on these scales should constitute a strictly limited proportion of the staff of a College.

3. (a) **SCALES FOR LECTURERS**

Men			Women		
Minimum	Annual Increment	Maximum	Minimum	Annual Increment	Maximum
£ 980	£ s. 32 10	£ 1,370	£ 930	£ s. 32 10	£ 1,270

(b) Increments accrue on completion of years of service recognised for the purpose of Section 10, subject to the principles set out in Section 12 for adjustment of salaries to a uniform incremental date.

(c) The method of determining the correct position of a Lecturer upon the scales is indicated in Section 10 (b), and illustrated by examples in Appendix I where the scales are set out in full.

(d) A College Establishment of Lecturerships shall be determined in accordance with the provisions of Section 7 of this Report.

4. (a) SCALES FOR SENIOR LECTURERS

Men			Women		
Minimum	Annual Increment	Maximum	Minimum	Annual Increment	Maximum
£ 1,370	£ 35	£ 1,600	£ 1,270	£ 35	£ 1,500

(b) Increments accrue on completion of years of service recognised for the purpose of Section 10, subject to the principles set out in Section 12 for adjustment of salaries to a uniform incremental date.

(c) The method of determining the correct position of a Senior Lecturer upon the scales is indicated in Section 10 (c), and illustrated by examples in Appendix I where the scales are set out in full.

(d) A College Establishment of Senior Lecturerships shall be determined in accordance with the provisions of Section 7 of this Report.

5. (a) SCALES FOR PRINCIPAL LECTURERS

Men			Women		
Minimum	Annual Increment	Maximum	Minimum	Annual Increment	Maximum
£ 1,600	£ 50	£ 1,800	£ 1,500	£ 50	£ 1,700

(b) Increments accrue on completion of years of service recognised for the purpose of Section 10, subject to the principles set out in Section 12 for adjustment of salaries to a uniform incremental date.

(c) The method of determining the correct position of a Principal Lecturer upon the scales is indicated in Section 10 (d), and illustrated by examples in Appendix I where the scales are set out in full.

(d) A College Establishment of Principal Lecturerships shall be determined in accordance with the provisions of Section 7 of this Report.

(e) Where a Principal Lecturer has a special responsibility for the overall supervision of the work of a considerable number of staff in a major subject or group of related subjects the Local Education Authority or Governing Body of a voluntary Training College, in agreement with the Minister, may pay an allowance to him/her of not less than £100 per annum and not more than £200 per annum over and above the scale salary.

DEPUTY PRINCIPALS

6. (a) (i) A Senior Lecturer or Principal Lecturer shall be designated Deputy Principal in each College with 240 or more students.

(ii) Where the Local Education Authority or Governing Body of a voluntary Training College considers that there should be a Deputy Principal in a College with less than 240 students, a Senior Lecturer or Principal Lecturer may be so designated with the approval of the Minister.

Where, in a College with less than 240 students a Senior Lecturer or a Principal Lecturer was on 30th September, 1959, designated Deputy Principal, he/she shall continue to be so designated and to receive the allowance he/she received on that date so long as he/she remains on the staff of the College in that capacity.

(iii) Where the Local Education Authority or Governing Body of a voluntary Training College considers that there are special circumstances which justify the appointment of a second Deputy Principal, such an appointment may be made with the approval of the Minister.

(b) (i) An allowance shall be paid to a Deputy Principal over and above the scale salary which is applicable to him/her as Senior Lecturer or Principal Lecturer. The amount of such an allowance shall be:—

Not less than £100 per annum, not more than £250 per annum.

(ii) Where the Local Education Authority or the Governing Body of a voluntary Training College considers in any particular case that an allowance of £250 is not adequate, having regard to the duties and responsibilities involved, the Authority or the Governing Body may make representations to the Minister with a view to securing such addition thereto as the Minister shall approve.

COLLEGE ESTABLISHMENT

7.(1) (a) For Colleges other than Technical Training Colleges the Local Education Authority or Governing Body of a voluntary Training College shall determine the College Establishment which shall provide that:

(i) not less than 35 per cent nor more than 45 per cent of the number of full-time teaching staff of the College (excluding the Principal, and, in Colleges with 240 or more students, one Deputy Principal) shall be on the Lecturer scale;

(ii) not less than 35 per cent nor more than 50 per cent of the number of full-time teaching staff of the College (excluding the Principal, and, in Colleges with 240 or more students, one Deputy Principal) shall be on the Senior Lecturer scale;

(iii) not less than 5 per cent nor more than 25 per cent of the number of full-time teaching staff of the College (excluding the Principal, and, in Colleges with 240 or more students, one Deputy Principal) shall be on the Principal Lecturer scale,

provided that in a College with 100 or more students, there shall be, as a minimum requirement, one post of Principal Lecturer.

For the purpose of sub-section 7 (1) (a) (i) above Assistant Lecturers shall be deemed to be Lecturers.

(1) (b) In the case of a particular College, where the Local Education Authority or Governing Body is of the opinion that the proportion of staff on the Senior Lecturer and Principal Lecturer grades set out in sub-sections 7 (1) (a) (ii) and 7 (1) (a) (iii) above are not appropriate for the needs of the College, such proportions may be varied in agreement with the Minister.

(1) (c) For the guidance of Local Education Authorities and Governing Bodies of voluntary Training Colleges the Committee suggests that in small colleges with little, if any, supplementary course or other advanced or special work the minimum establishment will be appropriate, i.e. 45 per cent on the Lecturer scale, 50 per cent on the Senior Lecturer scale and 5 per cent on the Principal Lecturer scale. In large colleges in which there is a considerable amount of supplementary course work or work of university standard, the maximum establishment will be appropriate, i.e. 35 per cent on the Lecturer scale, 40 per cent on the Senior Lecturer scale and 25 per cent on the Principal Lecturer scale. Within these limits the needs of particular colleges should be assessed according to the size of the college and the volume of supplementary course or other advanced or special work.

The Committee recognises that the precise application of the percentages as indicated above is difficult in certain colleges and for that reason provision has been made to vary the limits prescribed for Senior Lecturers and Principal Lecturers with the approval of the Minister.

(2) In the case of a Technical Training College the Local Education Authority shall determine the College Establishment in agreement with the Minister.

ADDITIONAL PAYMENTS IN THE "LONDON AREA"

8. (a) There shall be additional payments for those holding posts of the kinds described in the preceding Sections of this Report and who are serving in the "London Area" as defined in sub-section 8 (b) below. Such payment shall be at the rate of £38 per annum, provided that as from the date on which the teacher has completed 16 years of full-time service in the "London Area" or elsewhere, or has attained the age of 37 years, whichever is the earlier, the rate shall be raised to £51 per annum.

(b) The following areas shall be deemed to constitute the "London Area":—

(A) The City of London.

(B) The areas comprised in the Metropolitan Police District as defined in the Police Act, 1946, which includes the following:—

(a) The County of London, excluding the City of London.

(b) The County of Middlesex.

(c) In the County of Surrey:

(i) The County Borough of Croydon.

(ii) The Borough of Barnes.

(iii) The Borough of Beddington and Wallington.

(iv) The Borough of Epsom and Ewell.

(v) The Borough of Kingston.

(vi) The Borough of Malden and Coombe.

(vii) The Borough of Mitcham.

(viii) The Borough of Richmond.

(ix) The Borough of Surbiton.

(x) The Borough of Sutton and Cheam.

(xi) The Borough of Wimbledon.

(xii) The Urban District of Banstead.

(xiii) The Urban District of Carshalton.

(xiv) The Urban District of Coulsdon and Purley.

(xv) The Urban District of Esher.

(xvi) The Urban District of Merton and Morden.

(d) In the County of Essex:

- (i) The County Borough of East Ham.
- (ii) The County Borough of West Ham.
- (iii) The Borough of Barking.
- (iv) The Borough of Chingford.
- (v) The Borough of Dagenham.
- (vi) The Borough of Ilford.
- (vii) The Borough of Leyton.
- (viii) The Borough of Walthamstow.
- (ix) The Borough of Wanstead and Woodford.
- (x) The Urban District of Chigwell.
- (xi) The Urban District of Waltham Holy Cross.

(e) In the County of Kent:

- (i) The Borough of Beckenham.
- (ii) The Borough of Bexley.
- (iii) The Borough of Bromley.
- (iv) The Borough of Erith.
- (v) The Urban District of Chislehurst and Sidcup.
- (vi) The Urban District of Crayford.
- (vii) The Urban District of Orpington.
- (viii) The Urban District of Penge.

(f) In the County of Hertfordshire:

- (i) The Urban District of Barnet.
- (ii) The Urban District of Bushey.
- (iii) The Urban District of Cheshunt.
- (iv) The Urban District of East Barnet.
- (v) The Rural District of Elstree.
- (vi) The Parish of Northaw in the Rural District of Hatfield.
- (vii) The Parish of Aldenham in the Rural District of Watford.

PRINCIPALS

9. (a) The salaries or scales of salaries for posts of Principal shall be determined by the Local Education Authority or Governing Body of a Training College, in agreement with the Minister, having regard to the which is afforded by the scales agreed upon for other posts under this

(b) Local education authorities and governing bodies of voluntary Training Colleges shall forthwith, in agreement with the Minister, review the scales of salaries for posts of Principal in accordance with sub-section (a) and adjust as from 1st October, 1959 the salaries of existing Principals in regard to the new scales in this Report for other posts and the method of adjusting those scales.

CORRECT POSITION

10. (a) *Assistant Lecturers*.—An Assistant Lecturer shall enter the salary scale laid down in Section 2 of this Report at the minimum and service from 1st October, 1959, and thereafter as an Assistant Lecturer shall rank for increments on the scale until the maximum is reached.

(b) *Lecturers*.—In determining the correct position of Lecturers on the scales laid down in Section 3 of this Report, the following principles shall apply:—

- (i) In the case of a Lecturer in service on 30th September, 1959, and continuing in that capacity, the commencing salary on 1st October, 1959, shall be the minimum, to which shall be added, up to the maximum, the same number of increments as that by which the salary he/she would have received under the provisions of the Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges, 1956, (excluding any Equal Pay Increment and any "London Area" payment and any allowance over and above scale salary) would have exceeded the minimum of the scale for Lecturers under that Report.

Further increments, up to the maximum, shall accrue in respect of service as a Lecturer on and after the last incremental date.

- (ii) In the case of a Lecturer re-appointed in that capacity on or after 1st October, 1959, the commencing salary on re-appointment shall be:

(a) where the Lecturer's salary has previously been assessed on the scale for Lecturers under the provisions of the Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges, 1956, the salary applicable to him/her assessed in accordance with the provisions of sub-section (i) above based on total service to date of leaving the former post of Lecturer, to which shall be added, up to the maximum, increments in respect of subsequent service of the types referred to in sub-section (iii) (a) below, or

(b) the salary assessed as in sub-section (iii) (a) below, to which shall be added, up to the maximum, increments in respect of previous service as a Lecturer in a Training College, or

(c) where applicable, the "next higher point" calculated in accordance with sub-section (iii) (b) below,

whichever is the greatest.

Further increments, up to the maximum, shall accrue in respect of service as a Lecturer on and after the date of re-appointment.

- (iii) In the case of a Lecturer appointed for the first time in that capacity on or after 1st October, 1959, the commencing salary shall be:

(a) the minimum to which shall be added, up to the maximum, increments in respect of service as a Lecturer in a University or University Training Department or of service which is deemed by the Local Education Authority or the Governing Body of a voluntary Training College, in agreement with the Minister, to be of equivalent value in respect of Training College work,

provided that

(b) in the case of a Lecturer who is appointed on transfer from teaching service in a school or educational establishment to which the Burnham Reports of 1959 apply, and the salary applicable in the former post (excluding any Equal Pay Increment and any "London Area" payment) equals or exceeds the amount assessed under the provisions of sub-section (iii) (a) above, the Lecturer shall be placed at the next higher point (subject to the maximum) on the scale for Lecturers. For this purpose the salary applicable

in the former post shall be deemed to mean the salary in the former post based on total service as at the date of appointment as Lecturer.

Further increments, up to the maximum, shall accrue in respect of service as a Lecturer.

(c) *Senior Lecturers.*—In determining the correct position of Senior Lecturers on the scales laid down in Section 4 of this Report the following principles shall apply:—

- (i) In the case of a Senior Lecturer in service on 30th September, 1959, and continuing in that capacity, the commencing salary on 1st October, 1959, shall be the minimum, to which shall be added, up to the maximum, the same number of increments as that by which the salary he/she would have received under the provisions of the Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges, 1956, (excluding any Equal Pay Increment and any "London Area" payment and any allowance over and above scale salary) would have exceeded the minimum of the scale for Senior Lecturers under that Report.

Further increments, up to the maximum, shall accrue in respect of service as a Senior Lecturer on and after the last incremental date.

- (ii) In the case of a Senior Lecturer re-appointed in that capacity on or after 1st October, 1959, the commencing salary on re-appointment shall be:
 - (a) the minimum to which shall be added, up to the maximum, the same number of increments as that by which the salary applicable to him/her at the date of leaving the former post of Senior Lecturer (excluding any Equal Pay Increment and any "London Area" payment and any allowance over and above scale salary) exceeded the minimum of the scale applicable under the Report in operation at that date, or
 - (b) the salary assessed as in sub-section (iii) (a) below, to which shall be added, up to the maximum, increments in respect of previous service as a Senior Lecturer in a Training College, or
 - (c) where applicable, the "next higher point" calculated in accordance with sub-section (iii) (b) below,

whichever is the greatest.

Further increments, up to the maximum, shall accrue in respect of service as a Senior Lecturer on and after the date of re-appointment.

- (iii) In the case of a Senior Lecturer appointed for the first time in that capacity on or after 1st October, 1959, the commencing salary shall be:

- (a) the minimum, to which shall be added, up to the maximum, increments in respect of service since 1st April, 1945, in a University or University Training Department, or in another capacity deemed by the Local Education Authority or Governing Body of a voluntary Training College, in agreement with the Minister, to be of equivalent value to service as a Senior Lecturer,

provided that

- (b) in the case of a Senior Lecturer who is appointed following service as a Lecturer in a Training College or teaching service in a school or educational establishment to which the Burnham Reports

of 1959 apply, and the salary applicable in the former post under this Report or the Burnham Reports of 1959 (excluding any Equal Pay Increment and any "London Area" payment) equals or exceeds the amount assessed under the provisions of sub-section (iii) (a) above, the Senior Lecturer shall be placed at the next higher point (subject to the maximum) on the scale for Senior Lecturers. For this purpose the salary applicable in the former post shall be deemed to mean salary in the former post based on total service as at the date of appointment as Senior Lecturer.

Further increments, up to the maximum, shall accrue in respect of service as a Senior Lecturer.

(d) *Principal Lecturers.*—In determining the correct position of Principal Lecturers on the scales laid down in Section 5 of this Report the following principles shall apply:—

(i) In the case of a Principal Lecturer in service on 30th September, 1959, and continuing in that capacity, the commencing salary on 1st October, 1959, shall be:

(a) the minimum to which shall be added, up to the maximum, increments in respect of service to the last incremental date as a Principal Lecturer and such number of increments in respect of service in a University or University Training Department, or in another capacity deemed by the Local Education Authority or Governing Body of a voluntary Training College, in agreement with the Minister, to be of equivalent value to service as a Principal Lecturer, or

(b) the minimum to which shall be added, up to the maximum, the same number of increments as that by which the salary applicable to him/her on appointment as a Principal Lecturer (excluding any Equal Pay Increment and any "London Area" payment and any allowance over and above scale salary) exceeded the minimum of the scale applicable under the Report in operation on that date, together with increments in respect of service as a Principal Lecturer to the last incremental date,

whichever is the greatest.

Further increments, up to the maximum, shall accrue in respect of service as a Principal Lecturer on and after the last incremental date.

(ii) In the case of a Principal Lecturer re-appointed in that capacity on or after 1st October, 1959, the commencing salary on re-appointment shall be:

(a) the minimum, to which shall be added, up to the maximum, the same number of increments as that by which the salary applicable to him/her on appointment to the former post of Principal Lecturer (excluding any Equal Pay Increment and any "London Area" payment and any allowance over and above scale salary) exceeded the minimum of the scale applicable under the Report in operation on that date together with increments in respect of service as a Principal Lecturer to the date of leaving the former post and any subsequent service in a University or University Training Department, or in another capacity deemed by the Local Education Authority or Governing Body of a voluntary Training College, in agreement with the Minister, to be of equivalent value to service as a Principal Lecturer, or

- (b) the salary assessed as in sub-section (iii) (a) below, to which shall be added, up to the maximum, increments in respect of previous service as a Principal Lecturer in a Training College, or
- (c) where applicable the "next higher point" calculated in accordance with sub-section (iii) (b) below,

whichever is the greatest.

Further increments, up to the maximum, shall accrue in respect of service as a Principal Lecturer, on and after the date of re-appointment.

(iii) In the case of a Principal Lecturer appointed for the first time in that capacity on or after 1st October, 1959, the commencing salary shall be:

- (a) the minimum, to which shall be added, up to the maximum, increments in respect of service in a University or University Training Department, or in another capacity deemed by the Local Education Authority or the Governing Body of a voluntary Training College, in agreement with the Minister, to be of equivalent value to service as a Principal Lecturer,

provided that

- (b) in the case of a Principal Lecturer who is appointed following service as a Senior Lecturer in a Training College or teaching service in a school or educational establishment to which the Burnham Reports of 1959 apply, and the salary applicable in the former post under this Report (excluding any Equal Pay Increment and any "London Area" payment, and any allowance over and above scale salary) or under the Burnham Reports of 1959 (excluding any Equal Pay Increment and any "London Area" payment) equals or exceeds the amount assessed under the provisions of sub-section (iii) (a) above, the Principal Lecturer shall be placed at the next higher point (subject to the maximum) on the scale for Principal Lecturers. For this purpose the salary applicable in the former post shall be deemed to mean the salary in the former post based on total service as at the date of appointment as Principal Lecturer.

Further increments, up to the maximum, shall accrue in respect of service as a Principal Lecturer.

WITHHOLDING OF INCREMENTS

11. No increment shall be withheld in respect of any year unless the service for that year has been declared unsatisfactory by the Local Education Authority or by the Governing Body of a voluntary Training College. The withholding of an increment under this Section shall be limited in its effect on the salary payable for the one year during which the increment is withheld, unless the Local Education Authority or Governing Body otherwise expressly determines.

INCREMENTAL DATE

12. Each Local Education Authority or Governing Body of a voluntary Training College may follow its general procedure as regards date of payment of annual increments. Proportionate increments are allowed in respect of periods of service of less than one year where needed for the establishment or maintenance of a uniform incremental date or for the purpose of assessing salaries under the provisions of Section 10 of this Report. In reckoning service for this purpose, the number of odd days shall be ignored or counted as one month, according as it is or is not less than 15.

SAFEGUARDING CLAUSE

13. No member of the teaching staff of a Training College in service on 30th September, 1959, shall receive, by reason of the operation of these scales, a smaller rate of salary than he/she would have been eligible to receive if the Report of the Committee on Salaries of Training College Staffs in force on that date had continued in operation.

DURATION OF THE SCALES

14. These scales come into force on 1st October, 1959, and shall continue in operation until 31st March, 1962, and thereafter from year to year unless either Panel shall give to the other Panel not less than one year's notice in writing to terminate the operation of the scales on 31st March in any year.

COMMITTEE OF REFERENCE

15. There shall be appointed a Joint Committee of Reference consisting of nine members nominated by the representatives of local education authorities and governing bodies of voluntary Training Colleges on the full Committee, and nine members nominated by the representatives of the Association of Teachers in Colleges and Departments of Education, with the Honorary Secretaries ex-officio, and any question relating to the interpretation of the provisions of this Report brought forward by a local education authority or governing body of a voluntary Training College acting through the Authorities' Panel, or by the Association of Teachers in Colleges and Departments of Education acting through the Teaching Staff Panel, or by consent of the Chairman of the Full Committee shall be considered and determined by the Joint Committee.

SECONDING OF TEACHERS FOR SERVICE IN TRAINING COLLEGES AND OF COLLEGE LECTURERS FOR SERVICE IN SCHOOLS

16. (a) Where a teacher is seconded by the Local Education Authority or by the Governing Body of an Independent or "Direct Grant" school to a Training College, the College Authority may make to the teacher an allowance over and above the salary appropriate to his/her status as a teacher, provided that the total salary thus payable shall not be higher than that which would be appropriate if the seconded teacher were appointed to the permanent staff of the College. The College Authority shall be responsible for the payment of such salary and allowance during the period of secondment.

(b) Where a Training College Lecturer, Senior Lecturer or Principal Lecturer is seconded to a school for the purpose of research or of refreshing his/her experience of school teaching or is seconded to other occupation approved by the College Authority in agreement with the Minister, he/she shall receive during the period of secondment the salary appropriate to his/her status as a Training College Lecturer, Senior Lecturer or Principal Lecturer, together with any personal allowance which the Minister may approve as being necessary. The College Authority shall be responsible for the payment of any sum by which the College salary and allowance exceeds the salary appropriate to the temporary status during such secondment.

(c) The Committee understands that any special expenditure incurred by the College Authority under sub-sections 16 (a) and (b) above will be regarded as approved expenditure and that, in the case of a voluntary College, it will be brought into account in fixing or reviewing the approved tuition fees paid by the Minister.

APPENDIX I

1. Scale salary for each year of service.

Scales for Men

Completed years of service				Assistant Lecturer	Lecturer	Senior Lecturer	Principal Lecturer
				£	£	£	£
0	..	..	..	800	980 -	1,370	1,600
1	..	..	..	830	1,012 10	1,405	1,650
2	..	..	..	860	1,045 -	1,440	1,700
3	..	..	..	890	1,077 10	1,475	1,750
4	..	..	..		1,110 -	1,510	1,800
5	..	..	..		1,142 10	1,545	
6	..	..	..		1,175 -	1,580	
7	..	..	..		1,207 10	1,600	
8	..	..	..		1,240 -		
9	..	..	..		1,272 10		
10	..	..	..		1,305 -		
11	..	..	..		1,337 10		
12	..	..	..		1,370 -		

Scales for Women

Completed years of service				Assistant Lecturer	Lecturer	Senior Lecturer	Principal Lecturer
				£	£	£	£
0	..	..	..	750	930 -	1,270	1,500
1	..	..	..	780	962 10	1,305	1,550
2	..	..	..	810	995 -	1,340	1,600
3	..	..	..	840	1,027 10	1,375	1,650
4	..	..	..		1,060 -	1,410	1,700
5	..	..	..		1,092 10	1,445	
6	..	..	..		1,125 -	1,480	
7	..	..	..		1,157 10	1,500	
8	..	..	..		1,190 -		
9	..	..	..		1,222 10		
10	..	..	..		1,255 -		
11	..	..	..		1,270 -		

Under the equal pay arrangements in Section 1 (2) of this Report an increment of five-sevenths of the difference between the salary for a woman and that for a man is payable for the period 1st October, 1959, to 31st March, 1960, and a further increment becomes payable on 1st April, 1960, full equality in pay being reached on 1st April, 1961.

2. For the purpose of illustration, the following examples indicate the method of determining the correct position on the scales. All the examples relate to men. The methods of assessment are similar for women, the equal pay increment being payable in addition.

A. Cases where uniform incremental date of 1st April applies.

1. Lecturer in service on 30th September, 1959, and continuing in that capacity, whose basic salary under the Training College Report, 1956 on 1st October, 1959, would have been £1,054 11s. 8d. per annum (Reference Section 10 (b) (i)):

£1,054 11s. 8d. represents 6 59/72 increments of £30 (£204 11s. 8d.) above the minimum of the 1956 Report scale for Lecturers.

Salary under 1959 Report—

	£	s.	d.
Minimum of Lecturer scale	980	0	0
6 59/72 increments of £32 10s.	221	12	8
<hr/>			
Salary from 1st October, 1959 to 31st March, 1960 ..	1,201	12	8 per annum
Add 1 increment of £32 10s. in respect of service as a Lecturer (1st April, 1959 to 31st March, 1960) ..	32	10	0
<hr/>			
Salary from 1st April, 1960	1,234	2	8 per annum
<hr/>			

2. Lecturer re-appointed in that capacity on 1st September, 1960, who was first appointed as a Lecturer on 1st September, 1956, and received salary at the rate of £1,006 per annum at 1st October, 1956, under Section 9 (a) (i) (c) of the Training College Report, 1956 and on 31st August, 1958, left Training College work to render service during the period 1st September, 1958 to 31st August, 1960, deemed by the Local Education Authority or Governing Body, in agreement with the Minister, to be of equivalent value to service as a Lecturer (Reference Section 10 (b) (ii)):

(i) *Salary assessed under Section 10 (b) (ii) (a)*

(Salary applicable at 31st August, 1958, on total service was 7 1/5th increments above the minimum of the 1956 Report scale for Lecturers)

	£	s.	d.
Minimum of Lecturer scale	980	0	0
7 1/5th increments of £32 10s.	234	0	0
2 increments of £32 10s. in respect of equivalent service (1st September, 1958 to 31st August, 1960) ..	65	0	0
<hr/>			
	1,279	0	0
<hr/>			

(ii) *Salary assessed under Section 10 (b) (ii) (b)*

Minimum of Lecturer scale	980	0	0
2 increments of £32 10s. in respect of equivalent service ..	65	0	0
2 increments of £32 10s. in respect of previous service as Lecturer	65	0	0
<hr/>			
	1,110	0	0
<hr/>			

Therefore Section 10 (b) (ii) (a) applies and salary from 1st September, 1960 to 31st March, 1961 1,279 0 0 per annum

Add 7/12ths of increment of £32 10s. in respect of service as Lecturer (1st September, 1960 to 31st March, 1961) .. 18 19 2

Salary from 1st April, 1961 1,297 19 2 per annum

APPENDIX I—continued

3. Lecturer appointed for the first time in that capacity on 1st January, 1960, after 6 years teaching service as a 4 years trained Good Honours graduate in a school to which the Burnham Primary and Secondary Schools Report, 1959, applied, in which he held a Scale I graded post (Reference Section 10(b) (iii)) :—

(i) Salary assessed under Section 10(b) (iii) (a)

	£	s.	d.
Minimum of Lecturer scale	980	0	0

(ii) Salary assessed under Section 10(b) (iii) (b)

As the salary applicable under the Burnham Primary and Secondary Schools Report, 1959 on total service to 31st December, 1959 (£1,000) exceeds (i) above, the "next higher point" applies and salary from 1st January, 1960 to 31st March, 1960	1,012	10	0 per annum
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Add 3/12th increment of £32 10s. 0d. in respect of service as Lecturer (1st January, 1960 to 31st March, 1960) ..	8	2	6
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Salary from 1st April, 1961	1,020	12	6 per annum
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4. Senior Lecturer in service on 30th September, 1959, and continuing in that capacity whose salary under the Training College Report, 1956 on 1st October, 1959, would have been £1,380 per annum (Reference Section 10(c) (i)) :—

£1,380 represents 6 increments above the minimum for Senior Lecturers under the 1956 Report.

Salary under 1959 Report

	£	s.	d.
Minimum of Senior Lecturer scale	1,370	0	0
6 increments of £35	210	0	0

Salary from 1st October, 1959 to 31st March, 1960 ..	1,580	0	0 per annum
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Add 1 increment of £20 (final increment) in respect of service as Senior Lecturer (1st April, 1959 to 31st March, 1960)	20	0	0
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Salary from 1st April, 1960	1,600	0	0 per annum
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5. Senior Lecturer re-appointed in that capacity on 1st January, 1960, who was first appointed as a Senior Lecturer on 1st September, 1955, after service as a Lecturer in a Training College which entitled him to a commencing salary one increment above the minimum of the Senior Lecturer scale and who on 1st September, 1958, returned to teaching service in a school to which the Burnham Primary and Secondary Schools Report applied and became a Head of Department Grade C under the 1959 Report as a 4 years trained Good Honours graduate with 17 years service (Reference Section 10(c) (ii)) :—

(i) Salary assessed under Section 10(c) (ii) (a)

(Salary applicable at 31st August, 1958 was 4 increments above the minimum of the 1956 scale for Senior Lecturers) ..

	£	s.	d.
Minimum of Senior Lecturer scale	1,370	0	0
4 increments of £35	140	0	0

1,510 0 0

(ii) Salary assessed under Section 10(c) (ii) (b)

Minimum of Senior Lecturer scale	1,370	0	0
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3 increments of £35 in respect of service as Senior Lecturer (1st September, 1955 to 31st August, 1958)	105	0	0
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1,475 0 0

APPENDIX I—continued

(iii) Salary assessed under Section 10(c) (ii) (c)

Salary applicable under the Burnham Primary and Secondary Schools Report, 1959, on total service to 31st December, 1959:—

	£	s.	d.
Maximum of Qualified Teacher scale	1,000	0	0
Training addition of 2 increments	60	0	0
Graduate addition	90	0	0
Good Honours degree addition	75	0	0
Allowance as Head of Department Grade C	330	0	0
	<hr/>	<hr/>	<hr/>
	1,555	0	0

As this salary exceeds (i) above, the "next higher point" applies

	£	s.	d.
Therefore Section 10(c) (ii) (c) applies and salary from 1st January, 1960 to 31st March, 1960	1,580	0	0
Add 3/12ths increment of £20 (final increment) in respect of service as Senior Lecturer (1st January, 1960 to 31st March, 1960)	5	0	0
	<hr/>	<hr/>	<hr/>
Salary from 1st April, 1960	1,585	0	0
	<hr/>	<hr/>	<hr/>

6. Senior Lecturer appointed for the first time in that capacity on 1st January, 1960, following service as a Lecturer in a Training College and whose salary on total service to 31st December, 1959, would have been £1,370 (maximum) (Reference Section 10 (c) (iii)) :—

(i) Salary assessed under Section 10 (c) (iii) (a)	£	s.	d.
Minimum of Senior Lecturer scale	1,370	0	0

(ii) Salary assessed under Section 10 (c) (iii) (b)

As the salary applicable in the former post (£1,370) equals

(i) above, the "next higher point" applies and salary from 1st January, 1960 to 31st March, 1960	1,405	0	0
Add 3/12ths increment of £35 in respect of service as a Senior Lecturer (1st January, 1960 to 31st March, 1960)	8	15	0
	<hr/>	<hr/>	<hr/>

Salary from 1st April, 1960	1,413	15	0
	<hr/>	<hr/>	<hr/>

7. Senior Lecturer appointed for the first time in that capacity on 1st January, 1960, with service from September, 1944, to 31st August, 1949, of which the maximum period (1st April, 1945, to 31st August, 1949) is deemed by the Local Education Authority or Governing Body, in agreement with the Minister, to be of equivalent value to service as a Senior Lecturer (Reference Section 10 (c) (iii)) :—

Salary assessed under Section 10 (c) (iii) (a)	£	s.	d.
Minimum of Senior Lecturer scale	1,370	0	0
4 5/12ths increments of £35 in respect of equivalent service (1st April, 1945, to 31st August, 1949)	154	11	8
	<hr/>	<hr/>	<hr/>
Salary from 1st January, 1960 to 31st March, 1960	1,524	11	8
Add 3/12ths increment of £35 in respect of service as a Senior Lecturer (1st January, 1960 to 31st March, 1960)	8	15	0
	<hr/>	<hr/>	<hr/>
Salary from 1st April, 1960	1,533	6	8
	<hr/>	<hr/>	<hr/>

8. Principal Lecturer in service on 30th September, 1959, and continuing in that capacity who was appointed on 1st January, 1958, with 3 years service deemed by the Local Education Authority or Governing Body, in agreement with the Minister, to be of equivalent value to service as a Principal Lecturer (Reference Section 10 (d) (i)) :—

<i>Salary assessed under Section 10 (d) (i) (a)</i>		£	s.	d.
Minimum of Principal Lecturer scale		1,600	0	0
13/12ths increments of £50 in respect of service as a Principal Lecturer (1st January, 1958 to 31st March, 1959)			62	10 0
3 increments in respect of equivalent service			150	0 0
Therefore salary from 1st October, 1959		1,800	0	0 per annum (maximum)

9. Principal Lecturer in service on 30th September, 1959, and continuing in that capacity who was appointed on 1st September, 1958, after service as a Senior Lecturer in a Training College which entitled him to a commencing salary one increment above the minimum of the 1956 Report scale for Principal Lecturers (Reference Section 10 (d) (i)) :—

<i>(i) Salary assessed under Section 10 (d) (i) (a)</i>		£	s.	d.
Minimum of Principal Lecturer scale		1,600	0	0
7/12ths increment of £50 in respect of service as Principal Lecturer (1st September, 1958 to 31st March, 1959) ..			29	3 4
		1,629	3	4
<i>(ii) Salary assessed under Section 10 (d) (i) (b)</i>				
Minimum of Principal Lecturer scale		1,600	0	0
1 increment of £50 in respect of number of increments by which commencing salary exceeded the minimum of the 1956 Report scale for Principal Lecturers			50	0 0
7/12ths increment of £50 in respect of service as Principal Lecturer (1st September, 1958 to 31st March, 1959) ..			29	3 4
		1,679	3	4
Therefore Section 10 (d) (i) (b) applies and salary from 1st October, 1959		1,679	3	4 per annum
Add 1 increment of £50 in respect of service as Principal Lecturer (1st April, 1959 to 31st March, 1960)			50	0 0
Salary from 1st April, 1960		1,729	3	4 per annum

10. Principal Lecturer appointed for the first time in that capacity on 1st January, 1960, following service as a Headmaster-graduate, 4 years trained—of a Group VII Secondary Modern School with 20 years service for increments to 31st December, 1959 (Reference Section 10 (d) (iii)) :—

<i>(i) Salary assessed under Section 10 (d) (iii) (a)</i>		£	s.	d.
Minimum of Principal Lecturer scale		1,600	0	0
<i>(ii) Salary assessed under Section 10 (d) (iii) (b)</i>				
Salary applicable under the Burnham Primary and Secondary Schools Report, 1959, on total service to 31st December, 1959 :—				
	£			
Maximum of Qualified Teacher scale	1,000			
Training addition of 2 increments	60			
Graduate addition	90			
Allowance for Group VII Head teacher	500			
	1,650			
As this salary exceeds (i) above the "next higher point" applies				
Therefore Section 10 (d) (iii) (b) applies and salary from 1st January, 1960 to 31st March, 1960		1,700	0	0 per annum
Add 3/12ths increment of £50 in respect of service as Principal Lecturer (1st January, 1960 to 31st March, 1960)			12	10 0
Salary from 1st April, 1960		1,712	10	0 per annum

B. Cases where uniform incremental date of 1st September, applies.

Note: These cases correspond with those at A with adjustment for the different incremental date.

1. Lecturer in service on 30th September, 1959, and continuing in that capacity whose basic salary under the Training College Report, 1956, on 1st October, 1959, would have been £1,065 per annum (Reference Section 10 (b) (i)):-

£1,065 represents 7 1/6th increments of £30 (£215) above the minimum of the 1956 Report scale for Lecturers

<i>Salary under 1959 Report</i>		£	s.	d.
Minimum of Lecturer scale	.. .. .	980	0	0
7 1/6th increments of £32 10s. (13/12ths of £215)..	..	232	18	4
Salary from 1st October, 1959 to 31st March, 1960..		1,212	18	4 per annum
Add 1 increment of £32 10s. in respect of service as a Lecturer (1st September, 1959 to 31st August, 1960) ..		32	10	0
Salary from 1st September, 1960		1,245	8	4 per annum

2. Lecturer re-appointed in that capacity on 1st September, 1960, who was first appointed as a Lecturer on 1st September, 1956, and received salary at the rate of £1,006 per annum at 1st October, 1956, under Section 9 (a) (i) (c) of the Training College Report, 1956 and on 31st August, 1958, left Training College work to render service during the period 1st September, 1958 to 31st August, 1960 deemed by the Local Education Authority or Governing Body, in agreement with the Minister, to be of equivalent value to service as a Lecturer (Reference Section 10 (b) (ii)):-

(i) *Salary assessed under Section 10 (b) (ii) (a)*

(Salary applicable at 31st August, 1958, on total service was 7 1/5th increments above the minimum of the 1956 Report scale for Lecturers)

	£	s.	d.
Minimum of Lecturer scale	980	0	0
7 1/5th increments of £32 10s.	234	0	0
2 increments of £32 10s. in respect of equivalent service (1st September, 1958 to 31st August, 1960)	65	0	0
	1,279	0	0

(ii) *Salary assessed under Section 10 (b) (ii) (b)*

Minimum of Lecturer scale	980	0	0
2 increments of £32 10s. in respect of equivalent service..	65	0	0
2 increments of £32 10s. in respect of previous service as Lecturer	65	0	0

1,110 0 0

Therefore Section 10 (b) (ii) (a) applies and salary from 1st September, 1960 to 31st August, 1961

1,279 0 0 per annum

Add 1 increment in respect of service as a Lecturer (1st September, 1960 to 31st August, 1961)

32 10 0

Salary from 1st September, 1961

1,311 10 0 per annum

APPENDIX I—continued

3. Lecturer appointed for the first time in that capacity on 1st January, 1960, after 6 years teaching service as a 4 years trained Good Honours graduate in a school to which the Burnham Primary and Secondary Schools Report, 1959, applied in which he held a Scale I graded post (Reference Section 10 (b) (iii)):-

(i) Salary assessed under Section 10 (b) (iii) (a)				£	s.	d.
Minimum of Lecturer scale	..	..	..	980	0	0
(ii) Salary assessed under Section 10 (b) (iii) (b)						
As the salary applicable under the Burnham Primary and Secondary Schools Report, 1959, on total service to 31st December, 1959 (£1,000) exceeds (i) above, the "next higher point" applies and salary from 1st January, 1960 to 31st August, 1960						
				1,012	10	0 per annum
Add 8/12ths increment of £32 10s. in respect of service as a Lecturer (1st January, 1960 to 31st August, 1960) ..						
				21	13	4
Salary from 1st September, 1960	..	..	..	1,034	3	4 per annum

4. Senior Lecturer in service on 30th September, 1959, and continuing in that capacity whose salary under the Training College Report, 1956, on 1st October, 1959, would have been £1,388 6s. 8d. per annum (Reference Section 10 (c) (i)):-

£1,388 6s. 8d. represents 6 5/12ths increments above the minimum for Senior Lecturers under the 1956 Report.

Salary under 1959 Report				£	s.	d.
Minimum of Senior Lecturer scale	..	..	..	1,370	0	0
6 increments of £35 .. .. .	..	..	..	210	0	0
5/12ths increment of £20 (final increment)	..	..	..	8	6	8
Salary from 1st October, 1959 to 31st August, 1960				1,588	6	8 per annum
Salary from 1st September, 1960	..	..	..	1,600	0	0 per annum
						(maximum)

5. Senior Lecturer re-appointed in that capacity on 1st January, 1960, who was first appointed as a Senior Lecturer on 1st September, 1955, after service as a Lecturer in a Training College which entitled him to a commencing salary one increment above the minimum of the Senior Lecturer scale and who on 1st September, 1958, returned to teaching service in a school to which the Burnham Primary and Secondary Schools Report applied and became a Head of Department Grade C under the 1959 Report as a 4 years trained Good Honours graduate with 17 years service (Reference Section 10 (c) (ii)):-

(i) Salary assessed under Section 10 (c) (ii) (a)				£	s.	d.
(Salary applicable at 31st August, 1958, was 4 increments above the minimum of the 1956 scale for Senior Lecturers)						
Minimum of Senior Lecturer scale	..	..	..	1,370	0	0
4 increments of £35 .. .. .	..	..	..	140	0	0
				1,510	0	0
(ii) Salary assessed under Section 10 (c) (ii) (b)						
Minimum of Senior Lecturer scale	..	..	..	1,370	0	0
3 increments of £35 in respect of service as Senior Lecturer (1st September, 1955 to 31st August, 1958)				105	0	0
				1,475	0	0

(iii) *Salary assessed under Section 10 (c) (ii) (c)*

Salary applicable under the Burnham Primary and Secondary Schools Report, 1959, on total service to 31st December, 1959:—

	£
Maximum of Qualified Teacher scale	1,000
Training addition of 2 increments	60
Graduate addition	90
Good Honours degree addition	75
Allowance as Head of Department Grade C ..	330
	<hr/> 1,555

As this salary exceeds (i) above, the "next higher point" applies

Therefore Section 10 (c) (ii) (c) applies and salary from 1st January, 1960 to 31st August, 1960	£	s.	d.
	1,580	0	0
Add 8/12ths increment of £20 (final increment) in respect of service as Senior Lecturer (1st January, 1960 to 31st August, 1960)	1,580	0	0 per annum
		13	6 8
Salary from 1st September, 1960	<hr/> 1,593	<hr/> 6	<hr/> 8 per annum

6. Senior Lecturer appointed for the first time in that capacity on 1st January, 1960, following service as a Lecturer in a Training College and whose salary on total service to 31st December, 1959, would have been £1,370 (maximum) (Reference Section 10 (c) (iii)):

(i) <i>Salary assessed under Section 10 (c) (iii) (a)</i>	£	s.	d.
Minimum of Senior Lecturer scale	1,370	0	0

(ii) *Salary assessed under Section 10 (c) (iii) (b)*

As the salary applicable in the former post (£1,370) equals (i) above, the "next higher point" applies and salary from 1st January, 1960 to 31st August, 1960, is Add 8/12ths increment of £35 in respect of service as a Senior Lecturer (1st January, 1960 to 31st August, 1960)

Salary from 1st September, 1960	£	s.	d.
	1,405	0	0 per annum
		23	6 8
	<hr/> 1,428	<hr/> 6	<hr/> 8 per annum

7. Senior Lecturer appointed for the first time in that capacity on 1st January, 1960, with service from September, 1944, to 31st August, 1949, of which the maximum period (1st April, 1945, to 31st August, 1949) is deemed by the Local Education Authority or Governing Body, in agreement with the Minister, to be of equivalent value to service as a Senior Lecturer (Reference Section 10 (c) (iii)):

<i>Salary assessed under Section 10 (c) (iii) (a)</i>	£	s.	d.
Minimum of Senior Lecturer scale	1,370	0	0
4 5/12ths increments of £35 in respect of equivalent service (1st April, 1945 to 31st August, 1949)	154	11	8
Salary from 1st January, 1960 to 31 August, 1960 ..	1,524	11	8 per annum
Add 8/12ths increment of £35 in respect of service as a Senior Lecturer (1st January, 1960 to 31st August, 1960)	23	6	8
Salary from 1st September, 1960	<hr/> 1,547	<hr/> 18	<hr/> 4 per annum

8. Principal Lecturer in service on 30th September, 1959, and continuing in that capacity who was appointed on 1st January, 1958, with 3 years service deemed by the Local Education Authority or Governing Body, in agreement with the Minister, to be of equivalent value to service as a Principal Lecturer (Reference Section 10 (d) (i)) :—

<i>Salary assessed under Section 10 (d) (i) (a)</i>	£	s.	d.
Minimum of Principal Lecturer scale	1,600	0	0
1 8/12ths increment of £50 in respect of service as a Principal Lecturer (1st January, 1958 to 31st August, 1959)	83	6	8
3 increments in respect of equivalent service	150	0	0
Therefore salary from 1st October, 1959	1,800	0	0
	per annum (maximum)		

9. Principal Lecturer in service on 30th September, 1959, and continuing in that capacity who was appointed on 1st September, 1958, after service as a Senior Lecturer in a Training College which entitled him to a commencing salary one increment above the minimum of the 1956 Report scale for Principal Lecturers (Reference Section 10 (d) (i)) :—

<i>(i) Salary assessed under Section 10 (d) (i) (a)</i>	£	s.	d.
Minimum of Principal Lecturer scale	1,600	0	0
1 increment of £50 in respect of service as Principal Lecturer (1st September, 1958 to 31st August, 1959)	50	0	0
	1,650	0	0

<i>(ii) Salary assessed under Section 10 (d) (i) (b)</i>	£	s.	d.
Minimum of Principal Lecturer scale	1,600	0	0
1 increment of £50 in respect of number of increments by which commencing salary exceeded the minimum of the 1956 Report scale for Principal Lecturers	50	0	0
1 increment of £50 in respect of service as Principal Lecturer (1st September, 1958 to 31st August, 1959)	50	0	0
	1,700	0	0

Therefore Section 10 (d) (i) (b) applies and salary from 1st October, 1959 is	1,700	0	0
Add 1 increment of £50 in respect of service as Principal Lecturer (1st September, 1959 to 31st August, 1960)	50	0	0
Salary from 1st September, 1960	1,750	0	0
	per annum		

10. Principal Lecturer appointed for the first time in that capacity* on 1st January, 1960, following service as a Headmaster—graduate, 4 years trained—of a Group VII Secondary Modern School with 20 years service for increments to 31st December, 1959 (Reference Section 10 (d) (iii)) :—

<i>(i) Salary assessed under Section 10 (d) (iii) (a)</i>	£	s.	d.
Minimum of Principal Lecturer scale	1,600	0	0

(ii) *Salary assessed under Section 10 (d) (iii) (b)*

Salary applicable under the Burnham Primary and Secondary Schools Report, 1959, on total service to 31st December, 1959 :—

	£
Maximum of Qualified Teacher scale ..	1,000
Training addition of 2 increments ..	60
Graduate addition ..	90
Allowance for Group VII Head teacher ..	500
	<hr/> 1,650

As this salary exceeds (i) above the "next higher point" applies

Therefore Section 10 (d) (iii) (b) applies and salary from 1st January, 1960 to 31st August, 1960 is ..	1,700	0	0
Add 8/12ths increment of £50 in respect of service as Principal Lecturer (1st January, 1960 to 31st August, 1960) ..	33	6	8
Salary from 1st September, 1960 ..	<hr/> 1,733	<hr/> 6	<hr/> 8 per annum

(Sgd.) T. P. CREED
Chairman

(Sgd.) W. P. ALEXANDER
(Authorities' and Governors' Panel)
(Sgd.) J. P. PARRY
(Teaching Staff Panel)

} *Joint Honorary
Secretaries.*

28th July, 1959.

MINISTRY OF EDUCATION

REPORT OF THE BURNHAM COMMITTEE

representative of Local Education Authorities
and Associations of Teachers

ON

Scales of Salaries for Teachers
in Establishments for
Further Education

maintained by Local Education Authorities

ENGLAND AND WALES

1959

LONDON

HER MAJESTY'S STATIONERY OFFICE

1959

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Constitution and Membership of the Burnham Technical Committee

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(Nominated by the Minister of Education)

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Letter from Sir Thomas Creed forwarding the Report to the
Minister of Education

28th July, 1959

MY DEAR MINISTER,

The Burnham Technical Committee have prepared a further Report on Scales of Salaries for Teachers in Establishments for Further Education, including Colleges of Advanced Technology, to operate from 1st October, 1959, which they now submit, through the Main Committee, for your approval.

Yours sincerely,
(Sgd.) T. P. CREED,
Chairman.

The Rt. Hon. Geoffrey Lloyd, M.P.,
Minister of Education,
Curzon Street House,
Curzon Street,
London, W.1.

Letter from the Minister of Education in reply

12th August, 1959

DEAR SIR THOMAS CREED,

Thank you for your letter of the 28th July with which you sent me the Report containing the recommendations of the Burnham Committee on Scales of Salaries for Teachers in Establishments for Further Education. I am glad to be able to inform you that I approve the Committee's Report and that, in pursuance of Section 89 of the Education Act, 1944, an Order will be made to bring the new salary scales into operation on the 1st October, 1959.

May I take this opportunity of thanking you and the members of the Committee for the time and effort which you and they have given to the task of preparing this Report.

Yours sincerely,
(Sgd.) GEOFFREY LLOYD.

Sir Thomas Creed, K.B.E., M.C., Q.C.

PART I

GENERAL PROVISIONS RELATING TO SALARIES OF TEACHERS IN ESTABLISHMENTS FOR FURTHER EDUCATION INCLUDING COLLEGES OF ADVANCED TECHNOLOGY

SECTION A DURATION OF THE SCALES

The scales of salary prescribed in this Report come into force on 1st October, 1959, and shall continue in operation until 31st March, 1962, and thereafter from year to year unless either Panel shall give to the other Panel not less than one year's notice in writing to terminate the operation of the scales on 31st March in any year.

SECTION B CATEGORIES OF TEACHERS AND ESTABLISHMENTS FOR FURTHER EDUCATION TO WHICH THE SCALES OF SALARY ARE APPLICABLE

1. The scales of salary apply to teachers who are employed in full-time service exclusively in that capacity in establishments for further education, other than farm institutes, maintained by local education authorities, but excluding teachers employed in a secondary school which is conducted in an establishment for further education.

2. Where a teacher is in full-time teaching service, but partly in an establishment for further education as above described, and partly in a primary or secondary school to which the Primary and Secondary Schools Report applies, and the scales of remuneration are different for each type of service, he shall be paid at the rate applicable to the higher paid service if he gives at least half of his time to that service, otherwise at the rate applicable to the lower paid service.

3. The Committee recommend that the scales of salary contained in this Report shall be applicable also to full-time teachers in establishments for further education assisted by local education authorities.

SECTION C EQUAL PAY INCREMENT

1. In the case of a woman, to the salary as otherwise determined under the provisions of this Report, there shall be an addition (to be known as the Equal Pay Increment) at the rate of the proportion specified in paragraph 2 following of the difference between the said salary and the salary for a man with equivalent qualifications, training and service, employed in a similar capacity.

2. The relevant proportion for the period set out in column (i) below shall be the proportion specified in column (ii):—

(i) <i>Period</i>		(ii) <i>Equal Pay Increment</i>	
<i>From</i>	<i>To</i>		
1st October, 1959, to 31st March, 1960	Five-Sevenths	
1st April, 1960, to 31st March, 1961	Six-Sevenths	

3. From 1st April, 1961, the salaries prescribed for men shall apply equally to women.

SECTION D
ADDITIONAL PAYMENTS FOR TEACHERS IN THE
"LONDON AREA"

1. There shall be additional payments for teachers serving in the "London Area" as defined in Appendix I. Such payment shall be at the rate of £38 per annum, provided that, as from the date on which the teacher has completed 16 years of full-time service in the "London Area" or elsewhere, or has attained the age of 37 years, whichever is the earlier, the rate shall be raised to £51 per annum.

2. Teachers serving in Establishments for Further Education situated outside the "London Area" are not entitled to receive the additional payments, except that teachers normally serving in the "London Area", but temporarily employed by a "London Area" authority elsewhere, are so entitled.

SECTION E
SALARIES OF "EXISTING TEACHERS"

Except where expressly provided elsewhere in the conditions of the salary scales, no teacher in service on 30th September, 1959, shall receive, by reason of the operation of these scales, a smaller rate of salary than he/she would have been eligible to receive if the Burnham Report in force at that date had continued in operation.

SECTION F
WITHHOLDING OF INCREMENTS

No increment shall be withheld in respect of any year unless the service for that year has been declared unsatisfactory by the Local Education Authority. The withholding of an increment under this Section shall be limited in its effect on the salary payable for the one year during which the increment is withheld, unless the Local Education Authority otherwise expressly determines.

SECTION G
REMUNERATION FOR RESIDENTIAL DUTIES

Remuneration for residential duties by emoluments or otherwise is a matter for determination apart from the provisions of these scales.

SECTION H
COMMITTEE OF REFERENCE

There shall be appointed a Joint Committee of Reference, consisting of 10 members nominated by the representatives of local education authorities on the Burnham Technical Committee, and 10 members nominated by the representatives of the Teachers, and the Honorary Secretaries *ex officio*; and any question relating to the interpretation of the provisions of this Report brought forward by a local education authority acting through the Authorities' Panel or by any association of teachers acting through the Teachers' Panel or by consent of the Chairman of the Burnham Technical Committee shall be considered and determined by the Joint Committee.

PART II

SCALES FOR TEACHERS IN ESTABLISHMENTS FOR FURTHER EDUCATION OTHER THAN COLLEGES OF ADVANCED TECHNOLOGY

SECTION A GRADING OF POSTS

The number of full-time teaching posts and the grading of such posts in the grades of Assistant Grade A, Assistant Grade B, Lecturer, Senior Lecturer and Principal Lecturer shall be determined by the Local Education Authority. An indication of the principles on which the Committee consider such grading should be determined is set out in Appendix VI and the provisions applicable to Principal Lecturers are set out in Section F of this Part of this Report.

SECTION B ASSISTANTS GRADE A AND ASSISTANTS GRADE B

1. An Assistant (Grade A or Grade B) is a teacher whose post is graded in that category by the Local Education Authority.

2. The scales shall be as follows:—

Grade A

For Men .. Minimum £520 per annum rising by annual increments of £27 10s. and one final increment of £40 to a maximum of £1,000 per annum.

For Women .. Minimum £468 per annum rising by annual increments of £22 and one final increment of £24 to a maximum of £800 per annum.

Grade B

For Men .. Minimum £700 per annum rising by annual increments of £27 10s. and one final increment of £37 10s. to a maximum of £1,150 per annum.

For Women .. Minimum £630 per annum rising by annual increments of £22 and one final increment of £26 to a maximum of £920 per annum.

3. Where an Assistant Grade B has responsibilities of a supervisory or administrative nature which, in the opinion of the Local Education Authority justify an allowance over and above the scale salary, the Local Education Authority may pay an allowance of £120 per annum.

4. The types of teaching service and/or other experience which are recognised for increments on the scales, and the method of determining the correct position of an Assistant upon the scales are indicated in Appendices II and III and illustrated by examples in Appendix VIII, where the scales are set out in full.

SECTION C ADDITIONS TO THE SCALES FOR ASSISTANTS GRADE A AND ASSISTANTS GRADE B

1. *Additions for Training*

For Assistants who satisfy the conditions laid down in Appendix IV, additions up to a maximum of four increments, each of £30 in the case of men and of £24 in the case of women, are payable in addition to the minimum and maximum of the appropriate scale.

2. Additions for Graduates

(a) The minimum and maximum of the appropriate scale shall be increased (or in the case of Assistants qualifying for the additions under the preceding paragraph shall be further increased) by £90 in the case of men and £72 in the case of women for teachers who

(i) hold any of the qualifications set out in Part B of Appendix V,
or

(ii) under the provisions of the Burnham Technical Reports 1945 to 1956 were entitled to and received the addition for graduates.

(b) The addition under paragraph 1 and sub-paragraph 2 (a) above shall be further increased by a Good Honours degree addition of £75 in the case of men and £60 in the case of women

(i) where the teacher holds a First Class Honours degree or a Second Class Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland, or a higher degree of such a University obtained by examination or as a result of research work or post-graduate achievement, as defined in Part C of Appendix V,
or

(ii) where the teacher holds an unclassified Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland, which the Local Education Authority is satisfied should be regarded as a Good Honours degree.

SECTION D LECTURERS

1. A Lecturer is a teacher whose post is graded in that category by the Local Education Authority.

2. The scales shall be as follows :—

For Men .. Minimum £1,370 per annum rising by annual increments of £35 and one final increment of £40 to a maximum of £1,550 per annum.

For Women .. Minimum £1,100 per annum rising by annual increments of £28 to a maximum of £1,240 per annum.

3. The method of determining the correct position of a Lecturer upon the scale is indicated in Appendix II and is illustrated by examples in Appendix VIII, where the scales are set out in full.

SECTION E SENIOR LECTURERS

1. A Senior Lecturer is a teacher whose post is graded in that category by the Local Education Authority.

2. The scales shall be as follows :—

For Men .. Minimum £1,550 per annum rising by annual increments of £50 to a maximum of £1,750 per annum.

For Women .. Minimum £1,240 per annum rising by annual increments of £40 to a maximum of £1,400 per annum.

3. Where the Local Education Authority considers that in the special circumstances of a particular case of a Senior Lecturer in a Department which is not eligible for a post of Principal Lecturer, the maximum of the scale is not adequate, the Authority may, in agreement with the Minister, pay such higher maximum as it deems appropriate.

4. The method of determining the correct position of a Senior Lecturer upon the scale is indicated in Appendix II and is illustrated by examples in Appendix VIII, where the scales are set out in full.

SECTION F

PRINCIPAL LECTURERS

1. Where there are four or more Senior Lecturers in one Department, the Local Education Authority may appoint one or more of them as Principal Lecturer, provided that in any one Department there shall not be more than one Principal Lecturer to every three Senior Lecturers.

2. The scales shall be as follows:—

For Men	..	Minimum £1,750 per annum rising by annual increments of £50 to a maximum of £1,900 per annum.
For Women	..	Minimum £1,400 per annum rising by annual increments of £40 to a maximum of £1,520 per annum.

3. The method of determining the correct position of a Principal Lecturer upon the scale is indicated in Appendix II and is illustrated by examples in Appendix VIII, where the scales are set out in full.

SECTION G

HEADS OF DEPARTMENTS

1. A Head of Department is a teacher who is appointed to be the Head of a group of classes which, in accordance with the principles described in Appendix VI, is recognised by the Local Education Authority as a Department. The appropriate grading of a Department for salary purposes shall be decided by the Local Education Authority.

2. The scales for Heads of Departments shall be as follows:—

Grade	Men			Women		
	Minimum	Annual Increment	Maximum	Minimum	Annual Increment	Maximum
	£	£	£	£	£	£
I	1,420	35*	1,600	1,130	30	1,280
II	1,600	50	1,800	1,280	40	1,440
III	1,800	50	1,950	1,440	40	1,560
IV	1,950	50	2,100	1,560	40	1,680
V	2,100	50	2,250	1,680	40	1,800

* The final increment shall be £40.

3. Where the Local Education Authority considers that in the special circumstances of a particular case of a Head of Department Grade V the scale of salary is not adequate, the Authority may, in agreement with the Minister, pay such higher scale as it deems appropriate.

4. The method of determining the correct position of a Head of Department upon the scale is indicated in Appendix II and is illustrated by examples in Appendix VIII, where the scales are set out in full.

5. An allowance may be granted to a teacher who takes charge of a Department in the absence of the Head of the Department, or pending the appointment of a new Head of the Department. The amount of the allowance to be made in any particular case is left to the discretion of the Authority, provided that the total remuneration in respect of the period shall not exceed that which would be payable to the teacher if he/she were the Head of the Department.

SECTION H

SALARIES OF VICE-PRINCIPALS

1. (a) In cases where a Head of Department is appointed by the Local Education Authority to discharge the duties and responsibilities of a Vice-Principal he/she shall receive, in addition to the salary otherwise payable to him/her an allowance at a rate not less than £100 per annum or more than £250 per annum.

(b) Where the Local Education Authority considers that in the special circumstances of a particular case an allowance of £250 is not adequate, having regard to the duties and responsibilities involved, the Authority may, in agreement with the Minister, pay such higher allowance as it deems appropriate.

2. In cases where the Authority appoints a Vice-Principal, other than a Head of Department, his/her rate of salary shall be determined in agreement with the Minister.

SECTION J

SALARIES OF PRINCIPALS

1. The salaries or scales of salaries for posts of Principal shall be determined by the Local Education Authority in agreement with the Minister having regard to (a) the guidance which is afforded by the scales for other posts; (b) the volume of full-time and part-time work, the importance and standard of the work and the number and type of staff for which the Principal is responsible.

2. Local education authorities shall forthwith in agreement with the Minister, review the salaries or scales of salaries for posts of Principal in accordance with paragraph 1 above and adjust as from 1st October, 1959, the salaries of existing Principals having regard to the new scales in this Report for other posts and the method of applying those scales.

3. An allowance may be granted to a teacher who takes charge of an Establishment for Further Education in the absence of the Principal, or pending the appointment of a new Principal. The amount of the allowance to be made in any particular case is left to the discretion of the Authority, provided that the total remuneration in respect of the period shall not exceed that which would be payable to the teacher if he/she were the Principal.

PART III

SCALES FOR TEACHERS IN COLLEGES OF ADVANCED TECHNOLOGY

SECTION A

COLLEGE ESTABLISHMENT

1. Colleges of Advanced Technology are colleges formally designated as such by the Minister.

2. The number of full-time teaching posts in Colleges of Advanced Technology and the grading of such posts in the grades of Assistant Grade B, Lecturer, Senior Lecturer, Principal Lecturer, Reader and Head of Department Grades III, IV, V and VI shall be determined by the Governing Body of the College in agreement with the Local Education Authority.

SECTION B

ASSISTANTS GRADE B

1. An Assistant Grade B is a teacher whose post is graded in that category by the Governing Body of the College in agreement with the Local Education Authority.

2. The scales shall be as follows:—

For Men .. Minimum £700 per annum rising by annual increments of £27 10s. and one final increment of £37 10s. to a maximum of £1,150 per annum.

For Women .. Minimum £630 per annum rising by annual increments of £22 and one final increment of £26 to a maximum of £920 per annum.

3. The types of teaching service and/or other experience which are recognised for increments on the scale, and the method of determining the correct position of an Assistant upon the scale are indicated in Appendices II and III and illustrated by examples in Appendix VIII, where the scales are set out in full.

SECTION C

ADDITIONS TO THE SCALES FOR ASSISTANTS GRADE B

1. *Additions for Training*

For Assistants who satisfy the conditions laid down in Appendix IV, additions up to a maximum of four increments, each of £30 in the case of men and of £24 in the case of women, are payable in addition to the minimum and maximum of the appropriate scale.

2. *Additions for Graduates*

(a) The minimum and maximum of the appropriate scale shall be increased (or in the case of Assistants qualifying for the additions under the preceding paragraph shall be further increased) by £90 in the case of men and £72 in the case of women for teachers who

(i) hold any of the qualifications set out in Part B of Appendix V,

or

(ii) under the provisions of the Burnham Technical Reports 1945 to 1956 were entitled to and received the addition for graduates.

(b) The addition under paragraph 1 and sub-paragraph 2 (a) above shall be further increased by a Good Honours degree addition of £75 in the case of men and £60 in the case of women

(i) where the teacher holds a First Class Honours degree or a Second Class Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland, or a higher degree of such a University obtained by examination or as a result of research work or post-graduate achievement, as defined in Part C of Appendix V,

or

(ii) where the teacher holds an unclassified Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland, which the Local Education Authority is satisfied should be regarded as a Good Honours degree.

SECTION D

LECTURERS

1. A Lecturer is a teacher whose post is graded in that category by the Governing Body of the College in agreement with the Local Education Authority.
2. The scales shall be as follows:—

For Men	..	Minimum £1,370 per annum rising by annual increments of £35 and one final increment of £40 to a maximum of £1,550 per annum.
For Women	..	Minimum £1,100 per annum rising by annual increments of £28 to a maximum of £1,240 per annum.
3. The method of determining the correct position of a Lecturer upon the scale is indicated in Appendix II and is illustrated by examples in Appendix VIII, where the scales are set out in full.

SECTION E

SENIOR LECTURERS

1. A Senior Lecturer is a teacher whose post is graded in that category by the Governing Body of the College in agreement with the Local Education Authority.
2. The scales shall be as follows:—

For Men	..	Minimum £1,550 per annum rising by annual increments of £50 to a maximum of £1,750 per annum.
For Women	..	Minimum £1,240 per annum rising by annual increments of £40 to a maximum of £1,400 per annum.
3. The method of determining the correct position of a Senior Lecturer upon the scale is indicated in Appendix II and is illustrated by examples in Appendix VIII, where the scales are set out in full.

SECTION F

PRINCIPAL LECTURERS

1. A Principal Lecturer is a teacher whose post is graded in that category by the Governing Body of the College in agreement with the Local Education Authority.
2. The scales shall be as follows:—

For Men	..	Minimum £1,750 per annum rising by annual increments of £50 to a maximum of £1,900 per annum.
For Women	..	Minimum £1,400 per annum rising by annual increments of £40 to a maximum of £1,520 per annum.
3. The method of determining the correct position of a Principal Lecturer upon the scale is indicated in Appendix II and is illustrated by examples in Appendix VIII, where the scales are set out in full.

SECTION G

READERS

1. A Reader is a teacher in a College of Advanced Technology whose post is graded in that category by the Governing Body of the College in agreement with the Local Education Authority.

2. The scales shall be as follows:—

For Men	..	Minimum £1,800 per annum rising by annual increments of £50 to a maximum of £2,100 per annum.
For Women	..	Minimum £1,440 per annum rising by annual increments of £40 to a maximum of £1,680 per annum.

3. Where the Governing Body of the College in agreement with the Local Education Authority consider that in the special circumstances of a particular case of a Reader, the maximum of the scale is not adequate, they may pay such higher maximum as may be agreed by the Minister to be appropriate.

4. The method of determining the correct position of a Reader upon the scale is indicated in Appendix II and is illustrated by examples in Appendix VIII, where the scales are set out in full.

SECTION H

HEADS OF DEPARTMENTS

1. A Head of Department is a teacher who is appointed to be the Head of a group of classes which is recognised by the Governing Body of the College in agreement with the Local Education Authority as a Department of a College of Advanced Technology.

2. The scales for Heads of Departments shall be as follows:—

Grade	Men			Women		
	Minimum	Annual Increment	Maximum	Minimum	Annual Increment	Maximum
	£	£	£	£	£	£
III	1,800	50	1,950	1,440	40	1,560
IV	1,950	50	2,100	1,560	40	1,680
V	2,100	50	2,250	1,680	40	1,800
VI	2,250	50	2,500	1,800	40	2,000

3. Where the Governing Body of the College in agreement with the Local Education Authority consider that in the special circumstances of a particular case of a Head of Department Grade VI, the scale of salary is not adequate, they may pay such higher scale as may be agreed by the Minister to be appropriate.

4. The method of determining the correct position of a Head of Department upon the scale is indicated in Appendix II and is illustrated by examples in Appendix VIII, where the scales are set out in full.

5. An allowance may be granted to a teacher who takes charge of a Department in the absence of the Head of the Department, or pending the appointment of a new Head of Department. The amount of the allowance to be made in any particular case shall be determined by the Governing Body of the College in agreement with the Local Education Authority, provided that the total remuneration in respect of the period shall not exceed that which would be payable to the teacher if he/she were the Head of the Department.

SECTION J

SALARIES OF PRINCIPALS AND VICE-PRINCIPALS

1. The salaries or scales of salaries for posts of Principal and Vice-Principal shall be determined by the Governing Body of the College in agreement with the Local Education Authority and the Minister.

2. Local education authorities shall forthwith in agreement with the Governing Body of the College and the Minister, review the salaries of existing Principals and Vice-Principals and adjust such salaries as from 1st October, 1959, having regard to the new scales in this Part of this Report.

APPENDIX I

London Area

(Reference Section D of Part I)

The following areas shall be deemed to constitute the "London Area":—

(A) The City of London.

(B) The areas comprised in the Metropolitan Police District as defined in the Police Act 1946, which includes the following:—

(a) The County of London, excluding the City of London.

(b) The County of Middlesex.

(c) In the County of Surrey:

- (i) The County Borough of Croydon.
- (ii) The Borough of Barnes.
- (iii) The Borough of Beddington and Wallington.
- (iv) The Borough of Epsom and Ewell.
- (v) The Borough of Kingston.
- (vi) The Borough of Malden and Coombe.
- (vii) The Borough of Mitcham.
- (viii) The Borough of Richmond.
- (ix) The Borough of Surbiton.
- (x) The Borough of Sutton and Cheam.
- (xi) The Borough of Wimbledon.
- (xii) The Urban District of Banstead.
- (xiii) The Urban District of Carshalton.
- (xiv) The Urban District of Coulsdon and Purley.
- (xv) The Urban District of Esher.
- (xvi) The Urban District of Merton and Morden.

(d) In the County of Essex:

- (i) The County Borough of East Ham.
- (ii) The County Borough of West Ham.
- (iii) The Borough of Barking.
- (iv) The Borough of Chingford.
- (v) The Borough of Dagenham.
- (vi) The Borough of Ilford.
- (vii) The Borough of Leyton.
- (viii) The Borough of Walthamstow.
- (ix) The Borough of Wanstead and Woodford.
- (x) The Urban District of Chigwell.
- (xi) The Urban District of Waltham Holy Cross.

(e) In the County of Kent:

- (i) The Borough of Beckenham.
- (ii) The Borough of Bexley.
- (iii) The Borough of Bromley.
- (iv) The Borough of Erith.
- (v) The Urban District of Chislehurst and Sidcup.
- (vi) The Urban District of Crayford.
- (vii) The Urban District of Orpington.
- (viii) The Urban District of Penge.

(f) In the County of Hertfordshire:

- (i) The Urban District of Barnet.
- (ii) The Urban District of Bushey.
- (iii) The Urban District of Cheshunt.
- (iv) The Urban District of East Barnet.
- (v) The Rural District of Elstree.
- (vi) The Parish of Northaw in the Rural District of Hatfield.
- (vii) The Parish of Aldenham in the Rural District of Watford.

APPENDIX II

Part A

Method of computing the number of increments in respect of service in the current capacity in determining the salary applicable to a teacher on the appropriate salary scale

(Reference Part II, Sections B, D, E, F and G and Part III, Sections B, D, E, F, G and H)

1. The conditions in this Appendix and those in respect of war service in Appendix III relate to teaching service and to other service or experience (which is accepted as equivalent to teaching service) in respect of which increments are payable to a teacher in his/her current capacity on the salary scale applicable to him/her. Increments accrue on completion of years of service which are so recognised.

2. The Committee recommend local education authorities to adopt 1st April as a uniform incremental date. In adjusting salaries the general principle which applies is that teachers who remain continuously in service throughout a year beginning on 1st April shall receive the same salary in respect of that year as if increments were given on individual incremental dates on completing an integral number of years of service. In reckoning service for this purpose the number of odd days should be ignored or counted as one month according as it is, or is not, less than 15, i.e., the date of completion of a year's service should be taken as the first of the month which is nearest to the actual date.

In conformity with this general principle, the rule for the calculation of salary in the case of migrants and of teachers discontinuing service and resuming it in the same area is that teachers of the same qualifications and the same amount of service at any particular time who are employed by the same Local Education Authority in similar conditions should have the same rate of salary. This rate is, therefore, determined by considering what salary an existing teacher would be receiving who had been continuously employed in the area and had the same service as the migrant at the date of appointment. An exception to this rule is made in a case where the salary of a teacher has been assessed for a year beginning on 1st April and he/she has subsequently a break during that year. Provided the teacher resumes service after the break under the same Authority and in the same status the rate as so assessed is retained for the remainder of the year.

3. Aggregation for increment purposes of periods of service of less than one year shall be in accordance with the following arrangements:—

- (a) The complete calendar months shall be totalled.
- (b) The odd days at the beginning and end of all periods of service in respect of which increments on the scale are payable where the service included a complete calendar month and all the days of service where it did not, shall be aggregated and the total thus ascertained divided by 30.
- (c) The quotient shall be taken as complete months to be added to (a) above, and the remainder shall count as one month, or shall not count, according as it is 15 days or over, or less than 15 days.
- (d) In the case of teachers paid at daily rates, service continuing on both sides of the week-end shall be regarded as including the week-end, but the school vacations shall not be included unless the teacher has a continuous engagement. Neither the incidence of a financial year beginning on 1st April, nor a change of employment is regarded as affecting the continuity of service which otherwise runs continuously.

4. *Part-time teaching service.* In calculating the salary of a teacher a proportionate increment may be given for previous part-time teaching service (e.g., one increment for two years' half-time teaching service) subject to the condition that, where part-time teaching was concurrent with other service or experience which can be counted for increment, not more than one increment on the appropriate scale shall, in the aggregate, be given in respect of a year of a teacher's life.

Part B

The recognition or non-recognition for increments of teaching service, and of other experience or employment for the purpose of assessing the correct position of a teacher on the appropriate salary scale

NOTE.—War Service, which for purposes of the salary scales for Assistants, is recognised for increments as equivalent to teaching service, is so recognised subject to the conditions set out in Appendix III.

1. General

(a) In determining the correct position at any time on the salary scale applicable to any teacher of the categories specified in this Part of this Appendix, service of the type specified in paragraph 11 of Part C of this Appendix and any period of disablement within the definition contained in paragraph 13 of the said Part C following such service, shall be taken into account;

and notwithstanding any of the provisions of this Part of this Appendix, the appropriate rate of annual increment shall be that applicable under this Report to the grade in which the teacher was engaged at the date of recall to H.M. Forces.

(b) In the assessment of the correct position on 1st October, 1959, on the scales in this Report which come into operation on that date, service should, in conformity with the general principle referred to in paragraph 2 of Part A of this Appendix, be adjusted to 31st March, 1959, where a uniform incremental date of 1st April is in operation.

2. Assistants Grade A and Assistants Grade B

In determining the correct position at any time on the salary scale applicable to a teacher as an Assistant Grade A or as an Assistant Grade B the following service shall be taken into account:—

- (a) Service of the types and under the conditions laid down in Part C of this Appendix.
- (b) War service within the limits and under the conditions laid down in Appendix III.

3. Lecturers

In determining the correct position of Lecturers on the scales laid down in Section D of Parts II and III, the following principles shall apply:—

- (a) (i) In the case of a Lecturer in service on 30th September, 1959, and continuing in that capacity, the commencing salary on 1st October, 1959, shall be:—
 - (a) the minimum to which shall be added, up to the maximum, increments in respect of service as a Lecturer under the provisions of the Burnham Technical Reports of 1951 to 1956, and service as a Senior Assistant under the provisions of the Burnham Technical Reports of 1945 and 1948, and such number of increments as shall be determined by the Local Education Authority in respect of previous educational service, or industrial, commercial or professional experience, or research work, which in the opinion of the Authority should be regarded for the purpose of increments as of equivalent standard to service as a Lecturer in an Establishment for Further Education, or
 - (b) the minimum to which shall be added the number of increments by which the salary applicable to him/her on the date of appointment as a Lecturer (excluding any allowance over and above scale salary, "London Area" payment and Equal Pay Increment) exceeded the minimum of the scale applicable under the Report in operation on that date, together with increments in respect of service as a Lecturer from that date,

whichever is the greater.

- (ii) Further increments shall accrue in respect of service as a Lecturer up to the maximum of the scale.

- (b) (i) In the case of a Lecturer re-appointed in that capacity on or after 1st October, 1959, the commencing salary on re-appointment shall be:—

- (a) the salary assessed in accordance with the provisions of (a) or (b) of sub-section (a) (i) above, or

- (b) where applicable, the "next higher point" calculated in accordance with sub-section (c) (ii) below,

whichever is the greater.

- (ii) Further increments shall accrue in respect of service as a Lecturer on and after the date of re-appointment up to the maximum of the scale.

- (c) (i) In the case of a Lecturer appointed for the first time in that capacity on or after 1st October, 1959, the commencing salary shall be the minimum to which shall be added, up to the maximum, increments in respect of service as a Senior Assistant under the provisions of the Burnham Technical Reports of 1945 and 1948, and such number of increments as shall be determined by the Local Education Authority in respect of previous educational service, or industrial, commercial or professional experience, or research work, which in the opinion of the Authority should be regarded for the purpose of increments as of equivalent standard to service as a Lecturer in an Establishment for Further Education,

provided that

- (ii) in the case of a Lecturer who is appointed on transfer from teaching service in a school or an educational establishment to which the Burnham Reports of 1959 or the Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges, 1959, apply and the existing salary in the former post equals or exceeds the

amount assessed under sub-section (c) (i) above, the Lecturer shall enter the scale at the next higher point, subject to the maximum. For this purpose the salary in the former post shall be deemed to mean:—

- (a) where the transfer is from a post in an Establishment for Further Education, the salary applicable under this Report based on total service at the date of appointment as Lecturer, excluding any "London Area" payment, any Equal Pay Increment and any allowance under the provisions of paragraph 3 of Section G or paragraph 3 of Section J of Part II of this Report, or paragraph 3 of Section H of Part III.
 - (b) where the transfer is from teaching service in a Primary or Secondary School, the salary applicable under the Burnham (Primary and Secondary Schools) Report, 1959, based on total service at the date of appointment as Lecturer, excluding any "London Area" payment or Equal Pay Increment.
 - (c) where the transfer is from a teaching post to which the Burnham (Farm Institutes) Report, 1959, applies, the salary applicable under that Report based on total service at the date of appointment as Lecturer, excluding any Equal Pay Increment.
 - (d) where the transfer is from a teaching post in a Training College, the salary applicable under the Report of the Committee on the Scales of Salaries for Teaching Staff of Training Colleges, 1959, based on total service at the date of appointment as a Lecturer in an Establishment for Further Education, excluding any "London Area" payment or any Equal Pay Increment.
- (iii) Further increments shall accrue in respect of service as a Lecturer up to the maximum of the scale.

4. Senior Lecturers

In determining the correct position of Senior Lecturers on the scales laid down in Section E of Parts II and III the following principles shall apply:—

- (a) (i) In the case of a Senior Lecturer in service on 30th September, 1959, and continuing in that capacity, the commencing salary on 1st October, 1959, shall be:—
 - (a) the minimum to which shall be added, up to the maximum, increments in respect of service as a Senior Lecturer and such number of increments as shall be determined by the Local Education Authority in respect of previous educational service, or industrial, commercial or professional experience, or research work, which in the opinion of the Authority should be regarded for the purpose of increments as of equivalent standard to service as a Senior Lecturer in an Establishment for Further Education, or
 - (b) the minimum to which shall be added the number of increments by which the salary applicable to him/her on the date of appointment as a Senior Lecturer (excluding any allowance over and above scale salary, "London Area" payment and Equal Pay Increment) exceeded the minimum of the scale applicable under the Report in operation on that date, together with increments in respect of service as a Senior Lecturer from that date,

whichever is the greater.

- (ii) Further increments shall accrue in respect of service as a Senior Lecturer up to the maximum of the scale.

- (b) (i) In the case of a Senior Lecturer re-appointed in that capacity on or after 1st October, 1959, the commencing salary on re-appointment shall be:—

- (a) The salary assessed in accordance with the provisions of (a) or (b) of sub-section (a) (i) above, or
- (b) where applicable, the "next higher point" calculated in accordance with sub-section (c) (ii) below,

whichever is the greater.

- (ii) Further increments shall accrue in respect of service as a Senior Lecturer on and after the date of re-appointment up to the maximum of the scale.

- (c) (i) In the case of a Senior Lecturer appointed for the first time in that capacity on or after 1st October, 1959, the commencing salary shall be the minimum to which shall be added, up to the maximum, such number of increments as shall be determined by the Local Education Authority in respect of previous educational service, or industrial,

commercial or professional experience, or research work, which in the opinion of the Authority should be regarded for the purpose of increments as of equivalent standard to service as a Senior Lecturer in an Establishment for Further Education,

provided that:

(ii) in the case of a Senior Lecturer who is appointed on transfer from teaching service in a school or an educational establishment to which the Burnham Reports of 1959 or the Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges, 1959, apply and the existing salary in the former post equals or exceeds the amount assessed under sub-section (c) (i) above, the Senior Lecturer shall enter the scale at the next higher point, subject to the maximum. For this purpose the salary in the former post shall be deemed to mean:—

- (a) where the transfer is from a post in an Establishment for Further Education, the salary applicable under this Report based on total service at the date of appointment as Senior Lecturer, excluding any "London Area" payment, any Equal Pay Increment and any allowance under the provisions of paragraph 5 of Section G or paragraph 3 of Section J of Part II of this Report, or paragraph 5 of Section H of Part III.
- (b) where the transfer is from teaching service in a Primary or Secondary School, the salary applicable under the Burnham (Primary and Secondary Schools) Report, 1959, based on total service at the date of appointment as Senior Lecturer, excluding any "London Area" payment or Equal Pay Increment.
- (c) where the transfer is from a teaching post to which the Burnham (Farm Institutes) Report, 1959, applies, the salary applicable under that Report based on total service at the date of appointment as Senior Lecturer, excluding any Equal Pay Increment.
- (d) where the transfer is from a teaching post in a Training College, the salary applicable under the Report of the Committee on the Scales of Salaries for Teaching Staff of Training Colleges, 1959, based on total service at the date of appointment as a Senior Lecturer in an Establishment for Further Education, excluding any "London Area" payment or any Equal Pay Increment.

(iii) Further increments shall accrue in respect of service as a Senior Lecturer up to the maximum of the scale.

5. Principal Lecturers

In determining the correct position of Principal Lecturers on the scale laid down in Section F of Parts II and III the following principles shall apply:—

- (a) (i) In the case of a Principal Lecturer appointed for the first time in that capacity on or after 1st October, 1959, the commencing salary shall be the minimum to which shall be added, up to the maximum, such number of increments as shall be determined by the Local Education Authority in respect of previous educational service or industrial, commercial or professional experience, or research work, which in the opinion of the Authority should be regarded for the purpose of increments as of equivalent standard to service as a Principal Lecturer in an Establishment for Further Education,

provided that

(ii) in the case of a Principal Lecturer who is appointed on transfer from teaching service in a school or an educational establishment to which the Burnham Reports of 1959 or the Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges, 1959, apply and the existing salary in the former post equals or exceeds the amount assessed under sub-section (a) (i) above, the Principal Lecturer shall enter the scale at the next higher point, subject to the maximum. For this purpose the salary in the former post shall be deemed to mean:—

- (a) where the transfer is from a post in an Establishment for Further Education, the salary applicable under this Report based on total service at the date of appointment as Principal Lecturer, excluding any "London Area" payment, any Equal Pay Increment and any allowance over and above scale salary other than an allowance under paragraph 1 of Section H of Part II of this Report.
- (b) where the transfer is from teaching service in a Primary or Secondary School, the salary applicable under the Burnham (Primary and Secondary Schools) Report, 1959, based on total service at the date of appointment as Principal Lecturer, excluding any "London Area" payment or Equal Pay Increment.
- (c) where the transfer is from a teaching post to which the Burnham (Farm Institutes) Report, 1959, applies, the salary applicable under that Report based on total service at the date of appointment as Principal Lecturer, excluding any Equal Pay Increment.

(d) where the transfer is from a teaching post in a Training College, the salary applicable under the Report of the Committee on the Scales of Salaries for Teaching Staff of Training Colleges, 1959, based on total service at the date of appointment as a Principal Lecturer in an Establishment for Further Education, excluding any "London Area" payment or any Equal Pay Increment.

(iii) Further increments shall accrue in respect of service as a Principal Lecturer up to the maximum of the scale.

(b) (i) In the case of a Principal Lecturer re-appointed in that capacity after 1st October, 1959, the commencing salary on re-appointment shall be:—

(a) the minimum, to which shall be added, up to the maximum, increments in respect of service as a Principal Lecturer and such number of increments as shall be determined by the Local Education Authority in respect of previous educational service, or industrial, commercial or professional experience, or research work, which they consider should be regarded for the purpose of increments as of equivalent standard to service as a Principal Lecturer in an Establishment for Further Education, or

(b) the minimum, to which shall be added up to the maximum, the same number of increments as that by which the salary applicable to him/her at the date of leaving the former post of Principal Lecturer (excluding any allowance over and above scale salary, "London Area" payment and Equal Pay Increment) exceeded the minimum of the scale applicable under this Report, or

(c) where applicable, the "next higher point" calculated in accordance with sub-section (a) (ii) above,

whichever is the greatest.

(ii) Further increments shall accrue in respect of service as a Principal Lecturer on and after the date of re-appointment up to the maximum of the scale.

6. Readers

In determining the correct position of Readers on the scale laid down in Section G of Part III the following principles shall apply:—

(a) (i) In the case of a Reader in service on 30th September, 1959, and continuing in that capacity, the commencing salary on 1st October, 1959, shall be:—

(a) the minimum to which shall be added, up to the maximum, increments in respect of service as a Reader and such number of increments as shall be determined by the Governing Body of the College in agreement with the Local Education Authority, in respect of previous educational service, or industrial, commercial or professional experience, or research work, which they consider should be regarded for the purpose of increments as of equivalent standard to service as a Reader in a College of Advanced Technology, or

(b) the minimum to which shall be added the same number of increments by which the salary applicable to him/her on appointment as a Reader (excluding any allowance over and above scale salary, "London Area" payment and Equal Pay Increment) exceeded the minimum of the scale applicable under the Report in operation on that date, together with increments in respect of service as a Reader from that date,

whichever is the greater.

(ii) Further increments shall accrue in respect of service as a Reader up to the maximum of the scale.

(b) (i) In the case of a Reader re-appointed in that capacity on or after 1st October, 1959, the commencing salary on re-appointment shall be:—

(a) the salary assessed in accordance with the provisions of (a) or (b) of sub-section (a) (i) above, or

(b) where applicable, the "next higher point" calculated in accordance with sub-section (c) (ii) below,

whichever is the greater.

(ii) Further increments shall accrue in respect of service as a Reader on and after the date of re-appointment up to the maximum of the scale.

(c) (i) In the case of a Reader appointed for the first time in that capacity on or after 1st October, 1959, the commencing salary shall be the minimum to which shall be added, up to the maximum, such number of increments as shall be determined by the Governing Body of the College in agreement with the Local Education Authority, in

respect of previous educational service, or industrial, commercial or professional experience, or research work, which they consider should be regarded for the purpose of increments as of equivalent standard to service as a Reader in a College of Advanced Technology,

provided that

(ii) in the case of a Reader who is appointed on transfer from teaching service in a school or an educational establishment to which the Burnham Reports of 1959 or the Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges, 1959, apply and the existing salary in the former post equals or exceeds the amount assessed under sub-section (c) (i) above, the Reader shall enter the scale at the next higher point, subject to the maximum. For this purpose the salary in the former post shall be deemed to mean:—

- (a) where the transfer is from a post in an Establishment for Further Education, the salary applicable under this Report based on total service at the date of appointment as Reader, excluding any "London Area" payment, any Equal Pay Increment and any allowance over and above scale salary other than an allowance under paragraph 1 of Section H of Part II of this Report.
- (b) where the transfer is from teaching service in a Primary or Secondary School, the salary applicable under the Burnham (Primary and Secondary Schools) Report, 1959, based on total service at the date of appointment as Reader, excluding any "London Area" payment or Equal Pay Increment.
- (c) where the transfer is from a teaching post to which the Burnham (Farm Institutes) Report, 1959, applies, the salary applicable under that Report based on total service at the date of appointment as Reader, excluding any Equal Pay Increment.
- (d) where the transfer is from a teaching post in a Training College, the salary applicable under the Report of the Committee on the Scales of Salaries for Teaching Staff of Training Colleges, 1959, based on total service at the date of appointment as a Reader excluding any "London Area" payment or any Equal Pay Increment.

(iii) Further increments shall accrue in respect of service as a Reader on and after the date of appointment up to the maximum of the scale.

7. Heads of Departments

In determining the correct position of Heads of Departments on the scale laid down in Section G of Part II and Section H of Part III the following principles shall apply:—

(a) (i) In the case of a teacher holding the post of Head of Department on 30th September, 1959, who continues to hold a post of Head of Department in the same departmental grade the commencing salary on 1st October, 1959, shall be:—

(a) the minimum, to which shall be added, up to the maximum, increments in respect of service as a Head of Department in the same departmental grade, and such number of increments as shall be determined by the Local Education Authority in respect of previous educational service, or industrial, commercial or professional experience, or research work, which in the opinion of the Authority should be regarded for the purpose of increments as of equivalent standard to service in the appropriate grade of Head of Department in an Establishment for Further Education, or

(b) the minimum to which shall be added the same number of increments by which the salary applicable to him/her on appointment as a Head of Department (excluding any allowance over and above scale salary, "London Area" payment and Equal Pay Increment) exceeded the minimum of the scale applicable under the Report in operation on that date, together with increments in respect of service as a Head of Department in the same departmental grade from that date,

whichever is the greater.

(ii) Further increments shall accrue in respect of service as a Head of Department in the same departmental grade up to the maximum of the scale.

(b) (i) In the case of a Head of Department re-appointed in the same departmental grade on or after 1st October, 1959, the commencing salary on re-appointment shall be:—

(a) the salary assessed in accordance with the provisions of (a) or (b) of sub-section (a) (i) above, or

(b) where applicable, the "next higher point" calculated in accordance with sub-section (c) (ii) below,

whichever is the greater.

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- (ii) Further increments shall accrue in respect of service as a Head of Department in the same departmental grade on and after the date of re-appointment up to the maximum of the scale.
- (c) (i) In the case of a teacher appointed for the first time either to a post of Head of Department or to a new grade of Head of Department on or after 1st October, 1959, the commencing salary shall be the minimum to which shall be added, up to the maximum, such number of increments as shall be determined by the Local Education Authority in respect of previous educational service, or industrial, commercial or professional experience, or research work, which in the opinion of the Authority should be regarded as of equivalent standard to service in the appropriate grade of Head of Department in an Establishment for Further Education,
- provided that
- (ii) in the case of a Head of Department who is appointed on transfer from teaching service in a school or an educational establishment to which the Burnham Reports of 1959 or the Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges, 1959, apply and the existing salary in the former post equals or exceeds the amount assessed under sub-section (c) (i) above, the Head of Department shall enter the scale at the next higher point, subject to the maximum. For this purpose the salary in the former post shall be deemed to mean:—
- (a) where the transfer is from a post in an Establishment for Further Education, the salary applicable under this Report based on total service at the date of appointment as Head of Department, excluding any "London Area" payment, any Equal Pay Increment and any allowance over and above scale salary other than an allowance under paragraph 3 of Section B of Part II of this Report,
- (b) where the transfer is from teaching service in a Primary or Secondary School, the salary applicable under the Burnham (Primary and Secondary Schools) Report, 1959, based on total service at the date of appointment as Head of Department, excluding any "London Area" payment or Equal Pay Increment,
- (c) where the transfer is from a teaching post to which the Burnham (Farm Institutes) Report, 1959, applies, the salary applicable under that Report based on total service at the date of appointment as Head of Department excluding any Equal Pay Increment,
- (d) where the transfer is from a teaching post in a Training College, the salary applicable under the Report of the Committee on the Scales of Salaries for Teaching Staff of Training Colleges, 1959, based on total service at the date of appointment as Head of Department, excluding any "London Area" payment or any Equal Pay Increment.
- (iii) Further increments shall accrue in respect of service as a Head of Department in the same departmental grade up to the maximum of the scale.

Part C

General Conditions

1. No period shall rank both as a period in respect of which an increment for teaching or other service accrues and as a period recognised for the purposes of the addition to scale salary in respect of training as provided by paragraph 1 of Section C of Parts II and III.
2. No period of service under the age of 18 years shall be recognised in any capacity under this Appendix.
3. The following are examples of service which is not teaching service for increments under the conditions of this Appendix but which may be dealt with by the Local Education Authority under the provisions of paragraph 8 of this Part of this Appendix:—
 - (a) Service as Private Tutor,
 - (b) Service in Nursery Schools or Classes, War-time Nurseries, War-time Nursery Classes, Residential or Day Nurseries as Nursery Assistant or in a capacity other than that of teacher,
 - (c) Foreign service (i.e., service outside the British Commonwealth) except as otherwise provided in this Appendix,
 - (d) Period of leave of absence without pay except in so far as the teacher's occupation during such period is allowable under this Appendix or other provisions of the Scales.

Types of service which are recognised for purposes of increments in computing the salary on the scales for Assistants

4. Teaching service in the following classes of educational institutions which are grant-aided or recognised as efficient in England and Wales and the corresponding institutions in Scotland, Northern Ireland, the Republic of Ireland, the Isle of Man, Guernsey and Jersey:—

Establishments for Further Education;
 Primary Schools;
 Public Elementary Schools;
 Certified Efficient Elementary Schools in England and Wales;
 Special Subjects Centres;
 Special Schools (both Day and Boarding) and Institutions certified under the Mental Deficiency Act, 1913 (including State Institutions established and maintained by the Board of Control);
 Nursery Schools and Classes; War-time Nurseries and Nursery Classes; Residential and Day Nurseries;
 Secondary Schools;
 Preparatory Schools;
 Pupil Teacher Centres;
 Universities, University Colleges, Training Colleges, Junior Technical Schools, Commercial and Housewifery Schools, Junior Art Departments;
 Farm Institutes (and the teaching of agricultural and horticultural subjects on the staff of local education authorities);
 Public Assistance Schools (formerly called Poor Law Schools);
 Approved Schools (formerly called Reformatory and Industrial Schools); Remand Homes;
 Junior Instruction Centres;
 Ministry of Labour Training Centres;
 Schools of Nautical Training.

5. Service in a school or educational institution in England or Wales during a period prior to its recognition as efficient by the Ministry may be accepted if the Local Education Authority, after making full enquiries, so decides.

6. Teaching service of the following kinds:—

- (a) In other schools or institutions in the United Kingdom or elsewhere within the British Commonwealth, or the Republic of Ireland, which the Local Education Authority, after making full enquiries is satisfied may properly be regarded as of equivalent standard to schools, etc., of any of the types defined in paragraph 4 above. (For this purpose Trust Territories under British administration are regarded as within the British Commonwealth.)
- (b) Rendered overseas by teachers employed by local education authorities in England and Wales who proceed to the Overseas Dominions, States and Provinces, or to a foreign country under interchange arrangements approved by the Ministry.
- (c) In any school or educational establishment in a foreign country which is approved by the Ministry of Education as being (i) one maintained primarily for the education of the children of British Subjects, or (ii) one in which it is expedient to facilitate the employment of British teachers, or (iii) one which may be accepted as equivalent in standard to those defined in this Appendix.
- (d) (i) One or two years spent under the Ministry of Education Scheme (and corresponding Schemes under the Board of Education, the Scottish Education Department, and the Ministry of Education, Northern Ireland) in France in the capacity of Assistant (Assistante) or Répétiteur (Répétitrice), or as Junior Assistant, or the equivalent capacity in another foreign country; excluding any period which has been taken into account for purposes of an addition for training provided by paragraph 1 of Section C of Parts II and III.
 (ii) A year spent in a foreign country under the Ministry of Education Scheme (or any corresponding arrangements made by the Scottish Education Department or the Ministry of Education, Northern Ireland) in the capacity of a Senior Assistant.
- (e) In Naval, Marine and Dockyard schools, and service as Instructor Officer or Schoolmaster R.N., or corresponding service in the Women's Royal Naval Service; in Royal Air Force Educational Institutions; in schools conducted by the Admiralty, War Office or Air Ministry for the education of children of members of H.M. Forces; in Institutions controlled by the Army Council in so far as service is in connection with the academic part of the instruction; in the Royal Army Educational Corps; as a non-commissioned officer education instructor, or full-time physical training instructor in

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the Women's Royal Army Corps; or as a commissioned officer in the Women's Royal Army Corps employed on educational or physical training duties; in the Royal Air Force as Education Officer or as Officer in the Physical Fitness Branch.

(f) Service under the Central Committee for Adult Education in H.M. Forces.

(g) Service as an Education Officer in the Colonial Education Service.

(h) Other service approved by the Burnham Committee for the purpose.

7. Service which has been accepted by the Ministry as that of an Organiser under Section 14 of the Teachers (Superannuation) Act, 1925, or Section 2 of the Teachers (Superannuation) Act, 1945, or under any Scheme made by the Minister under Section 21 of the Teachers (Superannuation) Act, 1925, or service which has been approved by the Minister for the purposes of Section 12 (1) of the Superannuation (Miscellaneous Provisions) Act, 1948.

8. Time spent in industry or commerce or in professional or research work after the age of 21 years where likely to be of value to the teacher in the performance of his/her duties may be approved by the Local Education Authority in its discretion and, if so approved, shall be given incremental value up to a maximum of twelve increments (see also paragraph 5 of Part A of Appendix V).

9. (a) Time spent by an emergency trained teacher on a special course of further training of one or two terms under the Emergency Training Scheme or a corresponding Scheme in Scotland or in Northern Ireland.

(b) A year's course under the Regulations of the Ministry of Education at a Technical Training College, provided that the course (i) is satisfactorily completed, and (ii) does not, in combination with other periods of study or training, contribute to an entitlement to an addition for training under the provisions of Section C of Parts II and III of this Report.

10. (a) National Service carried out under the provisions of the National Service Act, 1948, or any subsequent statute amending or replacing that Act for the time being in force in the United Kingdom or under any similar enactment relating to compulsory whole-time national service in force elsewhere within the British Commonwealth.

(b) Work or training entered upon after 31st March, 1949, in pursuance of an order made or direction given under Part I of the National Service Act, 1948, as respects a conditionally registered conscientious objector.

11. Any period of whole-time service in Her Majesty's Naval, Military or Air Forces rendered after 31st March, 1949, by a person in pursuance of his or her obligations as a member of Her Majesty's Reserve or Auxiliary Forces, or the Women's Royal Naval Reserve, or in pursuance of a duty to return to such whole-time service after release therefrom.

12. Service rendered immediately after 31st March, 1949, provided that,

(a) it followed a period in the same service, and

(b) it is service which, under the provisions of Part II of the Schedule to the Superannuation (Miscellaneous Provisions) Act, 1948, the Minister considers may properly be treated in the same manner as service in the naval, military and air forces of the Crown.

13. A period of disablement, not exceeding three years, provided that satisfactory evidence is produced that the teacher was unable to undertake teaching duties, or to complete his preparation for the teaching profession, owing to disabilities contracted as a result of War Service as defined in Appendix III or of work, training or service as defined in paragraphs 10, 11 and 12 above.

APPENDIX III

War service recognised for the purposes of increments as equivalent to teaching service

(Reference Section B of Parts II and III)

Part A

War Service in the period between 1939 and 1949

1. War service of the following kinds shall be reckoned as equivalent to teaching service:—

(a) Service in any of the naval, military and air forces of the Crown.

(b) Service which the Minister considers may properly be treated for the purpose of the Teachers Superannuation (War Service) Act, 1939, and the Teachers (Superannuation) Act, 1945, in the same manner as service in those forces.

APPENDIX III—continued

2. The following conditions are applicable in connection with the counting of war service for increments:—

- (a) Service before the age of 18 years shall not be counted.
- (b) In cases where, because of national emergency, full-time service was undertaken in a period immediately prior to 1st September, 1939, and such service continued after that date as war service within the definition of paragraph 1 above, the whole period is eligible to be taken into account.
- (c) War service is service of the types described above which was performed in the period not later than 31st March, 1949, and, except in the special circumstances indicated below, includes the period of leave (up to that limiting date) which was allowed prior to release from H.M. Forces.
- (d) Where, however, a teacher undertakes full-time teaching service or other whole-time gainful employment, or enters upon or resumes a course of study or training during the period of release leave, the following arrangements may be applied.
 - (i) Service after entry or re-entry into teaching service is reckoned as teaching service except in cases where in the assessment of salary on the appropriate scale it is to the teacher's advantage that it should alternatively be counted as war service.
 - (ii) A period of whole-time gainful employment of other kinds during release leave is ignored and the release leave counted in full as war service. Where, however, such period of employment is approved as equivalent to teaching service in respect of which increments would accrue to the teacher, the period may alternatively be so reckoned.
 - (iii) A period devoted to full-time study or training during release leave is ignored and the release leave counted in full as war service. Where, however, such period, if taken into account as approved study or training, would affect the teacher's entitlement to an addition to scale salary under paragraph 1 of Section C of Parts II and III, it may alternatively be so reckoned.

Part B

War Service in the previous war beginning in 1914

War service rendered by teachers during the previous war beginning in 1914 is recognised within the limits and under the conditions specified in Appendix V of the Burnham Reports of 1938 (see Appendix VII).

APPENDIX IV

Courses of Approved Study or Training (Reference Section C of Parts II and III)

Part A

General conditions governing the acceptance of periods of study and/or training for the purpose of the addition to the basic scales for Assistants Grade A and Grade B

1. The courses of study or training referred to in Part B of this Appendix are full-time courses at Universities, University Colleges, Training Colleges, Technical (including Commercial) Colleges, Art Colleges, Art Schools or Art Training Centres, or other Institutions recognised for the purpose.

2. The course must be satisfactorily completed, i.e., when the course leads to a definite qualification, the period spent on it will be eligible for recognition only if and when the qualification is obtained.

3. An exception is made in the case of courses of post-graduate study, advanced work or research, normally requiring as a condition of entry the holding of a University degree or a qualification recognised as equivalent to a University degree for salary purposes (see Part B of Appendix V). Periods spent on such courses may be recognised provided the course has been diligently pursued and completed; for this purpose no distinction need be made between courses leading to a specific higher qualification and courses leading to no such qualification. Provided that the course has been diligently pursued, it is not essential that the higher qualification, even if one were aimed at, should necessarily have been obtained.

APPENDIX IV—continued

4. The period of any particular course is interpreted as meaning the normal period of full-time study or training required to complete the course satisfactorily. For this purpose the normal period of a course leading to a University degree entered upon on or after 1st September, 1938, is three years unless otherwise specified in Part D of this Appendix.

An extension of a course by reason of the repetition of some part of it is not accepted. For example, where the normal period of the course is three years, and the teacher has actually spent four or more years on it, only three years will be eligible for recognition for training addition.

5. The following may be counted in the same way as a year of training (see also paragraph 6 (d) (i) of Part C of Appendix II):—

- (a) A year spent under the Ministry of Education Scheme (and corresponding Schemes under the Board of Education, the Scottish Education Department and the Ministry of Education, Northern Ireland) in France in the capacity of Assistant (Assistante) or Répétiteur (Répétitrice) or as Junior Assistant; or the equivalent capacity in another foreign country.
- (b) A year's course at the "Ecole Supérieure de Préparation et de Perfectionnement des Professeurs de Français à l'Etranger" (formerly known as "Ecole de Préparation des Professeurs de Français à l'Etranger") of the University of Paris.

6. Study or training undertaken before the age of 18 years is not eligible to be taken into account for the purposes of this Appendix, except

- (a) if the student attains the age of 18 years during the first term of the course, the whole period may be taken into account; or
- (b) in the case of a teacher who before 1st October, 1959, had entered upon or been accepted for a course which was approved for the purpose of a training addition under the Burnham Report of 1956, in which case the conditions of paragraph 7 of Part A of Appendix IV to that Report (see Appendix VII) for the exclusion of study or training before the age of 17 shall apply.

7. The words "or the equivalent" in paragraph 2 (a) of Part B of this Appendix refer to a concurrent four-years' course of training in teaching and study for a degree.

Training in teaching which preceded, as well as that which followed, a full-time course of study for a degree is accepted.

Part B

Examples of courses and periods of study and/or training which are approved by the Committee

1. *Entitling the teacher to the addition of one increment*

- (a) Three-year courses at Training Colleges leading to the status of Qualified Teacher.
- (b) A three-year course in preparation for the teacher's certificate of the National Froebel Union or Foundation, provided that the date of entry upon the course was not earlier than 1946.
- (c) Two-year courses at Training Colleges leading to the status of Qualified Teacher supplemented by a recognised third-year course.
- (d) Three-year courses at the following Physical Training Colleges:—

Chelsea Physical Training College (now at Eastbourne)	} Courses commenced 1909 or later.
Anstey Physical Training College	
Dartford Bergman Osterberg Physical Training College	} Courses commenced 1919 or later
Bedford Physical Training College	
Liverpool I.M. Marsh Physical Training College (previously known as Liverpool Physical Training College)	} Courses completed 1940 or later.
Nottingham College of Physical Education	
Wentworth Woodhouse Lady Mahel College	

(e) Three years' full-time study resulting in the award of a Degree; or two years' full-time study resulting in the award of a Degree, followed by a further year of approved training or of post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing.

APPENDIX IV—continued

(f) Three years' full-time study resulting in the award of a Diploma or Certificate at an Establishment for Further Education or other Institution accepted by the Committee for the purpose. The following have so far been accepted by the Committee:—

Battersea College of Technology (formerly Battersea Polytechnic)	Diploma in Mechanical Engineering. Diploma in Electrical Engineering.
Bradford Institute of Technology (formerly Bradford Technical College)	Diploma in Preparing, Combing and Spinning. First awarded 1892. Diploma in Cloth Manufacture. First awarded 1892. Diploma in Textile Design and Colour. First awarded 1926. Diploma in Chemistry and Dyeing. First awarded 1901. Diploma in Applied Chemistry. First awarded 1904. Diploma in Dyeing. First awarded 1901. Diploma in Mechanical Engineering. First awarded 1901. Diploma in Civil Engineering. First awarded 1901. Diploma in Electrical Engineering. First awarded 1901. Diploma in Power Production and Transmission. First awarded 1914.
Brighton Technical College ..	Diploma in Civil and Structural Engineering.
Cardiff, University College ..	Diploma in Mechanical Engineering.
City of Liverpool College of Technology	Diploma in Science.
Leeds University	Diploma in Electrical Engineering. Diploma in Mechanical Engineering.
Northampton College of Advanced Technology (formerly Northampton Polytechnic)	Diploma in Mechanical Engineering.
Royal College of Art, London ..	Associateship.

(g) Courses of not less than three years consisting of full-time study combined with practical training resulting in the award of a Diploma or Certificate accepted by the Committee for the purpose. The following have so far been accepted by the Committee:—

Salford Royal Technical College	Associateship and Diploma in Structural Engineering. Associateship and Higher National Diploma in Mechanical Engineering (four years course). Associateship and Higher National Diploma in Electrical Engineering (four years course).
Sunderland Technical College ..	Diploma in Engineering. (Three or four years course).

(h) Three years' full-time study resulting in the award of a National Diploma other than those listed in sub-paragraph (j) below.

(j) Three years' or more full-time study leading to the award of any two of the following National Diplomas:—

- National Diploma in Agriculture
- National Diploma in Horticulture
- National Diploma in Poultry Husbandry
- National Diploma in Dairying
- National Diploma in Agricultural Engineering

(k) Three years' full-time study spent in obtaining one of the qualifications specified in Part B of Appendix V.

(l) A one-year course of training under the Emergency Scheme (Board of Education Circular 1652) or corresponding Scheme in Scotland or Northern Ireland, or a course of "Special Training" for uncertificated or other teachers under regulation 6 of Grant Regulations No. 7B, 1947 (Ministry of Education Circular 114) together with, in each case, a one-year full-time course approved by the Ministry for the purpose.

2. *Entitling the teacher to the addition of two increments*

(a) Three years' full-time study resulting in the award of a Degree or a Diploma approved for the purpose, and in addition a year of training in teaching; or the equivalent.

(b) Four years' full-time study resulting in the award of a Degree or Diploma approved for the purpose, or a period of full-time study resulting in the award of a Degree or an approved Diploma, followed by post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting in the aggregate to not less than four years.

(c) Two-year courses at Training Colleges leading to the status of Qualified Teacher, supplemented by a full-time two-year course resulting in the award of a Degree.

(d) Four years' full-time study spent in obtaining one of the qualifications specified in Part B of Appendix V.

3. *Entitling the teacher to the addition of three increments*

(a) Four years' full-time study resulting in the award of a Degree or Diploma approved for the purpose, together with a recognised one-year course of training in teaching; or a period of full-time study resulting in the award of a Degree or an approved Diploma followed by post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting in the aggregate to not less than five years.

(b) Five years' or more full-time study spent in obtaining one of the qualifications specified in Part B of Appendix V, provided that five years is the normal period of study for such qualification.

4. *Entitling the teacher to the addition of four increments*

Full-time study resulting in the award of a Degree or Diploma approved for the purpose, together with a recognised course of training in teaching and/or post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting in the aggregate to not less than six years.

Part C

Miscellaneous Provisions

1. *Shortened or accelerated courses*

Where, owing to war conditions, a course of any of the types mentioned above has been compressed into a period of less than three, four, five or six years respectively, there shall be allowed in respect of each period of one term by which the duration of such course exceeds two, three, four or five academic years respectively, one-third of the appropriate increment.

2. *Other courses of study and/or training*

(a) Courses similar in duration and otherwise equivalent to those referred to in Part B of this Appendix whether completed in England and Wales or elsewhere, may also be accepted, and full details of such cases should be submitted to the Minister for decision.

Such decisions already given under the corresponding provision in the Committee's previous Reports shall continue to apply provided, however, that they satisfy the general relevant conditions in Part A of this Appendix.

(b) Other courses of study and/or training may also be accepted if they are of such a duration and character as are desirable for full-time teachers under this Report and are approved by the Burnham Committee for the purpose.

3. *Courses of part-time study and/or training*

(a) In the case of a teacher who, after the age of 18 years, has pursued and obtained a qualification during a period of four years, concurrently with time spent in industry, or commerce, or in professional work, a course of organised part-time study approved by the Minister as likely to be of value in the performance of his/her duties, such period shall be treated for the purposes of paragraph 1 of Section C of Parts II and III as equivalent to three years spent in approved full-time study and/or training and may therefore qualify for an addition of one increment to the minimum and the maximum of the appropriate scale, provided that no part of the period shall be counted as equivalent to teaching service under paragraph 8 of Part C of Appendix II. A teacher who has once exercised the option either to accept an addition for training under these arrangements, or, alternatively, to have his/her (concurrent) industrial, commercial, or professional experience reckoned for increments on the salary scale shall not be permitted to change his/her option at a later date.

(b) The foregoing provision applies only to teachers who do not satisfy the conditions of Parts A and B of this Appendix for an increment or increments in respect of full-time courses.

Part D

University Degrees for which the normal period of study exceeds three years
(Reference paragraph 4 of Part A of this Appendix)

University	Degree
Birmingham ..	Bachelor of Commerce (for qualified Science students) Bachelor of Medicine and Surgery Bachelor of Dental Surgery
Bristol	Bachelor of Music Bachelor of Medicine; Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Veterinary Science
Durham	Bachelor of Arts (with Honours in Modern Languages) Bachelor of Arts (with Honours in Fine Art) Bachelor of Arts in Town and Country Planning Bachelor of Architecture Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery
Leeds	Bachelor of Science in Special Studies in Botany; Zoology; Geology; Bacteriology; Biochemistry; Pharmacology Bachelor of Science with Honours in Ceramics; Chemical Engineering; Fuel Science; Gas Engineering; Metallurgy; Agriculture; Agricultural Bacteriology; Agricultural Botany; Agricultural Chemistry; Agricultural Economics; Agricultural Zoology Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery
Leicester ..	Bachelor of Arts (Special) (French) Bachelor of Arts (Special) (German)
Liverpool ..	Bachelor of Arts in Special Studies (Egyptian and Hebrew) Bachelor of Arts in Combined Special Studies Bachelor of Architecture Bachelor of Medicine; Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Veterinary Science
Manchester ..	Bachelor of Arts with Honours in Modern Languages (two languages) Bachelor of Arts with Honours in Spanish and Classical Arabic Bachelor of Arts with Honours in Architecture Bachelor of Arts with Honours in Town and Country Planning Bachelor of Science with Honours in Pharmacy Bachelor of Music with Honours Bachelor of Divinity Bachelor of Medicine; Bachelor of Surgery Bachelor of Dental Surgery
Oxford	Bachelor of Arts (Final Honour School of Literæ Humaniores) Bachelor of Arts (Final Honour School of Theology if taken after Honour Moderations in Theology) Bachelor of Arts (Final Honour School of Natural Science—Chemistry, Biochemistry or Science of Metals) Bachelor of Arts (Final Honour School of Forestry if taken after Honour Moderations in Natural Science)
Reading	Bachelor of Arts with Honours in French; German; Fine Art; Latin and French Bachelor of Science with Honours in Agriculture; Dairying; Horticulture; Agricultural Botany; Horticultural Botany; Agricultural Economics; Agricultural Chemistry; Horticultural Chemistry; Dairy Science
Sheffield	Bachelor of Arts with Honours in Architecture Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Music (if taken as first degree)
North Stafford- shire (University College)	Bachelor of Arts
Scotland	
St. Andrews ..	Master of Arts with Honours Bachelor of Science (Pure Science) with Honours Bachelor of Science (Engineering) with Honours

APPENDIX IV—continued

<i>University</i>	<i>Degree</i>
Aberdeen ..	Master of Arts with Honours Bachelor of Science with Honours Bachelor of Science in Agriculture with Honours Bachelor of Science in Forestry with Honours Bachelor of Science in Engineering with Honours Bachelor of Medicine and Bachelor of Surgery
Edinburgh ..	Master of Arts with Honours Bachelor of Science (Pure Science) with Honours Bachelor of Science (Agriculture) with Honours Bachelor of Science (Forestry) with Honours Bachelor of Science (Engineering) with Honours Bachelor of Science (Mining) with Honours Bachelor of Science (Chemical Technology) with Honours Bachelor of Architecture Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Veterinary Medicine and Surgery
Glasgow ..	Master of Arts with Honours Bachelor of Science with Honours Bachelor of Science in Applied Chemistry with Honours Bachelor of Music with Honours Bachelor of Law Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Veterinary Medicine and Surgery Bachelor of Science in Engineering Bachelor of Science in Agriculture with Honours Bachelor of Science in Architecture Bachelor of Science in Pharmacy
Ireland	
Queen's, Belfast	Bachelor of Arts with Honours Bachelor of Science with Honours Bachelor of Laws (pass or Honours) Bachelor of Commercial Science with Honours (no longer awarded) Bachelor of Science in Economics with Honours Bachelor of Agriculture with Honours Bachelor of Music with Honours Bachelor of Medicine Bachelor of Dentistry Bachelor of Applied Science and Technology (pass or Honours)
National, Dublin	Bachelor of Science (Special) Bachelor of Agricultural Science Bachelor of Dairy Science Bachelor of Veterinary Medicine Bachelor of Engineering Bachelor of Architecture Bachelor of Laws Bachelor of Medicine, Bachelor of Surgery Bachelor of Obstetrics Bachelor of Dental Surgery Bachelor of Music (University College, Dublin)
Dublin, Trinity College	Bachelor in Arts Bachelor in Medicine; Bachelor in Surgery Bachelor in Obstetrics Bachelor in Dental Science Bachelor in Veterinary Medicine Bachelor in Engineering Bachelor in Agriculture Bachelor in Agriculture (Forestry)

Such other degrees as are added to the foregoing list by the Burnham Committee.

APPENDIX V

Qualifications entitling a Teacher to receive the addition for Graduates and Definition of First Class Honours degrees, Second Class Honours degrees and Higher degrees

(Reference paragraphs 2(a)(i) and 2(b) (i) of Section C of Parts II and III)

Part A

General conditions attaching to the application of the provisions of Part B of this Appendix

1. No teacher shall receive the addition for graduates before attaining the age of 21 years.
2. Teachers who have passed the requisite final examination and complied with the other conditions for the award of a University degree are entitled to receive the addition for graduates even though the degree has not been conferred upon them by the University.
3. Holders of the following qualifications are not regarded as entitled to receive the addition for graduates under the conditions of paragraph II of Part B of this Appendix.
 - (a) L.L.A. (St. Andrews);
 - (b) B. ès L. or B. ès Sc. of a French University.
4. In cases where the qualifications listed in Part B of this Appendix are approved as qualifications entitling a teacher to receive the addition for graduates subject to the specific condition that the teacher has attained an acceptable standard of general education, this standard, in terms of the General Certificate of Education, shall normally be that which is accepted by the Ministry of Education for candidates seeking admission to Training Colleges (Ministry of Education Circular 213). Other qualifications may, however, in special cases be accepted if approved by the Ministry for the purpose.
5. A period of professional experience which is a requisite part of a qualification entitling a teacher to receive the addition for graduates (see paragraph VIII (10), (13), (18), (19), (28) and (29) of Part B of this Appendix), is not on that account ineligible to be reckoned for increments of salary, provided that not more than two increments may be granted in respect of such period. In respect of teachers who held the qualification and were in service on 31st March, 1945, teaching service may be reckoned towards the period of requisite professional experience. Increments allowed under this paragraph are subject to the overriding limits of paragraph 8 of Part C of Appendix II.

Part B

The following qualifications shall entitle a teacher to receive the addition for graduates

- I. *Qualifications recognised under Reports of the Burnham Committee before 1945, as entitling a teacher to receive the addition for graduates, and continuing to be so recognised.*

Recognition under the terms of:—

- (i) Sections 8, 9 or 10 of the 1920 and 1927 Secondary Reports, or the corresponding Sections of the 1921 and 1927 Technical Reports (see Appendix VII).
- (ii) Section 3 (3) (a) (ii) of the 1938 Technical Report and the corresponding Sections of the Reports of 1921 and 1927 (see Appendix VII).

- II. *University Degrees, etc.*

Degrees, other than honorary degrees, of:—

- (i) English, Welsh, Scottish and Irish Universities.
- (ii) St. David's College, Lampeter.
- (iii) Dominion, Colonial and other Universities, provided the standard of the degree (or equivalent qualification otherwise described) approximates to that of an English University. In the case of such qualifications reference should be made to the Ministry of Education for decision unless in any particular case the qualification held by the teacher has already been considered for this purpose in consultation with the Ministry.

- III. *Awards of the National Council for Technological Awards.*

- IV. *Architecture*

Associateship of the Royal Institute of British Architects, provided the teacher has passed the Examination of the Institute, or an examination accepted by the Institute as giving exemption from its own examination.

V. Art

- (1) The Art Teachers' Diploma or the Teaching Certificate for Teachers in Schools of Art, issued by the Ministry of Education or the Board of Education under the provisions of Rules 109, or of Circular 1214, or—for teachers who have rendered meritorious service as teachers of Art, and who became Certificated Teachers College-trained not later than 1st August, 1923—the qualifications required for the Diploma or Teaching Certificate referred to above, without the completion of the prescribed course of professional training and the passing of an examination in the Principles of Teaching and School Management.

- (2) A Pass either in the Ministry of Education Examination in Drawing or in the Ministry of Education Intermediate Examination in Art and Crafts, together with the National Diploma in Design or a Pass in the Final Examination of the Royal Institute of British Architects in Architecture or a Pass in the Ministry of Education Examination in Painting, Modelling, Pictorial Design, Industrial Design or Illustration,

provided that the teacher has satisfactorily completed at an Art Training Centre (formerly an approved Art School) a one-year full-time course in the principles and practice of teaching and school management, or such other full-time course of training in teaching approved by the Ministry for the purpose.

- (3) The passing of an examination under the provisions of the Addendum to Ministry of Education Administrative Memorandum No. 415.

- (4) (a) The London University Diploma in Fine Art (Slade School)

- (b) Royal Academy Schools Certificate

provided that, in each case,

- (i) it has been endorsed under the provisions of Rules 109, or
 (ii) the teacher has passed the Ministry of Education Examination in Drawing or the Ministry of Education Intermediate Examination in Art and Crafts and has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix), or
 (iii) the teacher has satisfactorily completed at an Art Training Centre (formerly an approved Art School) a one-year full-time course in the principles and practice of teaching and school management, or such other full-time course of training in teaching approved by the Ministry for the purpose.

- (5) (a) The Diploma of Associateship of the Royal College of Art (A.R.C.A.)

- (b) The Diploma of Industrial Design of the Royal College of Art (Des.R.C.A.)

provided that, in each case, the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

- (6) (a) Rome Scholars

- (b) Holders of the Edwin Austin Abbey Major Scholarship

provided that, in each case, they have satisfactorily completed a two-year course of full-time foreign study under supervision approved by the Royal Commissioners for the Exhibition of 1851.

- (7) The Full Associateship of the Royal College of Art. (This qualification is not now awarded.)

- (8) The Art Masters' Certificate, Group I, if awarded under the Rules of 1901 and subsequent years. (This qualification is not now awarded.)

- (9) (a) The Specialist Art Teachers' Diploma of the Edinburgh College of Art

- (b) The Sculpture Diploma of the Edinburgh College of Art

provided that, in each case, the teacher entered upon the Course at the College not later than 1947, and that he/she holds the Certificate of Training at the Edinburgh Provincial Training Centre obtained under the Scheme which came into force on 1st October, 1926.

- (10) The Secondary Teachers' Art Certificate of the University of Oxford,

provided that the requirement of a year's professional training has been fulfilled. (This qualification is not now awarded.)

- (11) Diplomas of the Central (Art) Institutions of Scotland

Diploma of the Glasgow School of Art

Diploma of the Edinburgh College of Art

Diploma of the Dundee Institute of Art and Technology

Diploma of the Robert Gordon's Technical College (Gray's School of Art),

Aberdeen

provided that, in each case, the teacher is recognised under Chapter VI of the Scottish Education Department's Regulations for the Training of Teachers.

VI. *Modern Languages*(1) *French*

(a) Licence ès Lettres

(b) Doctorat d'Université (with thesis written and sustained in French)

(c) Doctorat d'Etat ès Lettres.

(2) *Other Languages*

A qualification determined by the Ministry of Education to be of equivalent standard to those prescribed for French.

VII. *Music*

(1) Degree of Master in Music of the Royal College of Music (M.Mus.R.C.M.) provided that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

(2) Fellowship Diploma of the Royal College of Organists provided that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

(3) Diploma in Musical Education of the Royal Scottish Academy of Music, provided that at least three years after the age of 18 were spent in full-time study in the course leading to the Diploma, and that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix), and has successfully completed a course of professional training leading to recognition under Chapter VI of the Scottish Education Department's Regulations for the Training of Teachers.

(4) Graduate of the Northern School of Music (G.N.S.M.) (awarded after the fulfilment of the special conditions established by the School) provided that the qualification was not obtained before the 1st April, 1952.

(5) Graduate of the Royal Schools of Music (London)

(6) Associateship of the Royal Academy of Music by examination

(7) Graduate of the Royal College of Music

(8) Licentiate of the Royal Academy of Music with special Teaching Diploma of the Academy

(9) Associateship of the Royal College of Music with special Teaching Diploma of the College

(10) Associateship of the Royal Manchester College of Music with Teaching Diploma of the College where the teacher's course commenced not later than the Session 1956-57

(11) Graduate Diploma of the Royal Manchester College of Music

(12) Graduate Diploma of the Trinity College of Music (G.T.C.M.)

(13) Graduate Diploma of the Birmingham and Midland Institute School of Music (awarded after completion of Special Training Course for Teachers established by the School)

(14) Graduate Diploma of the Guildhall School of Music and Drama (G.G.S.M. London)

(15) Graduate Diploma of the London College of Music (G.L.C.M.) provided that

(i) in the case of the qualifications (6) to (9) inclusive, the teacher entered upon the course not later than the Session 1929-1930;

(ii) in the case of the qualifications (4) to (15) inclusive, at least three years after the age of 18 were spent in full-time study in the courses provided by the Academy, Colleges or Schools, and that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

NOTE.—*Holders of honorary distinctions of the Royal Academy and Royal College of Music (including the Associateship of the Royal Academy not by examination) will continue to be entitled to receive the addition for graduates if at a date not later than 31st December, 1929, they had approved teaching service in that status.*

VIII. *Other Qualifications*

(1) Associateship of the Royal College of Science (London).

(2) Associateship of the Royal College of Science (Ireland).

(3) Associateship of the City and Guilds of London Institute.

APPENDIX V—continued

(4) Whitworth Scholarship if gained between 1887 and 1922.

(5) Associate Membership of the following Institutions:

- (a) The Institution of Civil Engineers
- (b) The Institution of Mechanical Engineers
- (c) The Institution of Electrical Engineers
- (d) The Institution of Chemical Engineers
- (e) The Institution of Municipal Engineers
- (f) The Institution of Gas Engineers

provided that, in each case, the Associate Member has passed the Associate Membership Examination, or an examination accepted by the Institution as giving exemption from the Associate Membership Examination.

(6) Associate Membership of the Institution of Structural Engineers provided

- (i) the Associate Member has passed the Associate Membership Examination after 1st April, 1935, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination; and
- (ii) that the candidate has attained a standard of general education which would qualify him for admission to the studentship class of the Institution were he between the appropriate ages for this class.

(7) Associate Membership by examination of the Institution of Production Engineers provided the Associate Member has passed the Associate Membership Examination not earlier than May, 1951, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination, and

- (i) has passed at Advanced level of the General Certificate of Education in mathematics, or has an equivalent qualification, and
- (ii) has passed at Ordinary level of the General Certificate of Education in chemistry or physics, or has an equivalent qualification.

(8) Associate Membership of the British Institution of Radio Engineers provided that the Associate Member has passed the Institution's examination not earlier than May, 1951, or an examination accepted after that date by the Institution as giving exemption from the Institution's examination.

(NOTE.—An Associate Member is deemed to satisfy this requirement if he has passed Parts III and IV of the Institution's examination not earlier than May, 1951, having satisfied the requirements for Part I and Part II under the Regulations of the Institution in force before that date.)

(9) Diploma of the College of Aeronautics.

(10) Professional Associateship of the Royal Institution of Chartered Surveyors (formerly Professional Associate of the Surveyors Institution) provided that the teacher has had four years' professional experience after passing the examination (see paragraph 5 of Part A of this Appendix).

(11) Associate Membership of Town Planning Institute by examination provided

- (i) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix); and either
- (ii) that the Associate Membership has been obtained by examination following a suitable full-time course of study; or
- (iii) that the Associate Membership has been obtained by examination and is supported by professional attainments in other fields.

(12) Associateship of the Institute of Builders provided

- (i) that the Associate Member has passed the Final Examination or an examination accepted by the Institute as giving exemption from the Final Examination; and
- (ii) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

(13) Associate Membership of the Institute of Fuel provided that the Associate Member holds a Higher National Certificate or Higher National Diploma in Mechanical, Electrical, Chemical or Civil (Gas) Engineering or in Metallurgy, Applied Physics, Physics, Chemistry or Applied Chemistry, supplemented by passes in the

advanced grade City and Guilds of London Institute papers stipulated by the Institute of Fuel for Corporate Membership and has had at least two years' professional experience after passing these examinations (see paragraph 5 of Part A of this Appendix).

(14) Associateship of the Royal School of Mines.

(15) Associate Membership of the Institution of Mining Engineers by examination.

(16) The First Class Colliery Managers' Certificate together with the Diploma of a Mining College recognised by the Ministry of Power.

(17) Associateship of the Institution of Metallurgists if obtained after examination held in or after August, 1949.

(18) Associate of the Camborne School of Metalliferous Mining provided that the Associate has had at least two years' experience in a responsible post in industry after obtaining the qualification (see paragraph 5 of Part A of this Appendix).

(19) (a) Barristers (Bar Final)

(b) Solicitors (Final Examination of the Law Society)

provided that, in each case, the teacher has had four years' professional experience after passing the examination (see paragraph 5 of Part A of this Appendix).

(20) M.R.C.S., L.R.C.P., Diploma.

(21) Membership of the Royal College of Veterinary Surgeons.

(22) (a) Associateship of the Institute of Physics

(b) Associateship of the Royal Institute of Chemistry

provided that, in each case, the Associate has passed the Institute's Examination for Associateship or Graduateship or an examination accepted by the Institute as giving exemption from those examinations.

(23) (a) Higher Diploma F.S.M.C. if obtained by examination under the Regulations first issued in 1948

(b) Honours Diploma of the British Optical Association if obtained by examination under the Regulations first issued in 1954.

(24) Associateship of the Textile Institute

provided that the Associate has passed either

(i) Parts 1 and 2 of the Institute's examination under the 1952 Regulations or an examination accepted by the Institute as equivalent, or

(ii) the examination in General Textile Technology under the Regulations in force before 1952 and the Preliminary Examination or equivalent educational qualification recognised by the Institute.

(25) Associateship of the Society of Dyers and Colourists by examination (A.S.D.C.).

(26) Associateship of the Institution of the Rubber Industry by examination.

(27) Associateship of the Plastics Institute by examination.

(28) (a) Associateship of the Institute of Chartered Accountants in England and Wales

(b) Membership of the Institute of Chartered Accountants of Scotland

(c) Associateship of the Society of Incorporated Accountants and Auditors

(d) Associateship of the Institute of Actuaries

(e) Associateship of the Association of Certified and Corporate Accountants

provided that, in each case,

(i) the Associate or Member has passed the Final Examination or an examination accepted by the Institute, Society or Association as giving exemption from the Final Examination, and

(ii) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix), and

(iii) the teacher has had four years' professional experience after obtaining the qualification (see paragraph 5 of Part A of this Appendix).

(29) (a) Associate Membership of the Institute of Industrial Administration

(b) Associate Membership of the British Institute of Management

provided that, in each case, the Associate Member has

(i) passed the Institute's examination for Associate Membership or an examination accepted by the Institute as giving exemption from the Institute's examination, and

APPENDIX V—continued

- (ii) passed in two subjects at Advanced level of the General Certificate of Education or has an equivalent qualification, and
- (iii) had three years' accredited executive experience after the age of 25 (see paragraph 5 of Part A of this Appendix).
- (30) Fellowship of the Library Association.
- (31) Associate Membership of the Institution of Naval Architects.
- (32) (a) The Extra Master's Certificate of Competency of the Ministry of Transport by examination passed after 1st March, 1931
- (b) The Extra First Class Engineer's Certificate of Competency of the Ministry of Transport.
- (33) Qualifications obtained by officers and non-commissioned officers who have reached ranks in Her Majesty's Forces promotion to which has followed a course of study or training which the Committee, in agreement with the Minister, accept as equivalent to courses of study resulting in the award of a degree.

IX. Other industrial, commercial or professional qualifications and experience which are accepted by the Committee in agreement with the Minister.

Part C

Definition of First Class Honours degrees, Second Class Honours degrees and Higher degrees for the purposes of paragraph 2(b)(i) of Section C of Parts II and III

The following University degrees with First or Second Class Honours or Higher degrees:—

<i>University</i>	<i>Degree</i>
Birmingham ..	Master of Arts (between July 1906 and July 1920)
	Bachelor of Arts (B.A.) (Special or General) (from 1920)
	Bachelor of Science (B.Sc.) (from 1921)
	Bachelor of Commerce (B.Com.) (including Division I prior to 1948)
	Bachelor of Laws (LL.B.)
	Bachelor of Medicine and Surgery (M.B., Ch.B.)
	Bachelor of Social Science (B.Soc.Sc.)
	Bachelor of Music (B.Mus.)
	(Degree diplomas are not presented on graduation but graduates are supplied with certificates on request.)
	<i>Higher degree</i>
	Master of Arts (M.A.)
Bristol	Master of Science (M.Sc.)
	Master of Commerce (M.Com.)
	Master of Social Science (M.Soc.Sc.)
	Master of Surgery (Ch.M.)
	Master of Music (M.Mus.)
	Master of Laws (LL.M.)
	Doctor of Philosophy (Ph.D.)
	Doctor of Literature (D.Litt.)
	Doctor of Medicine (M.D.)
	Doctor of Science (D.Sc.)
	Doctor of Music (D.Mus.)
	Doctor of Divinity (D.D.)
	<i>Degree</i>
	Bachelor of Arts (Special) (B.A.)
	Bachelor of Arts (General) (B.A.)
	Bachelor of Arts (Economics) (B.A.(Econ.))
	Bachelor of Music (B.Mus.)
	Bachelor of Science (Special) (B.Sc.)
	Bachelor of Science (General) (B.Sc.)
	Bachelor of Science in Engineering (B.Sc.)
	Bachelor of Laws (LL.B.)
	Bachelor of Medicine: Bachelor of Surgery (M.B., Ch.B.)
	Bachelor of Dental Surgery (B.D.S.)
	Bachelor of Veterinary Science (B.V.Sc.)

APPENDIX V—continued

<i>University</i>	<i>Higher degree</i>
<i>Bristol—contd.</i>	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Science in Engineering (M.Sc.) Master of Laws (LL.M.) Doctor of Philosophy (Ph.D.) Doctor of Science (D.Sc.)
<i>Cambridge</i> .. <i>(see note (2)</i> <i>below)</i>	A degree to which a person has been admitted who has either:— (a) been placed in the first or second class in any Honours Examination which may be taken as a candidate's first Honours Examination and which by itself satisfies the examination requirements for the B.A. degree; or (b) been placed in the first or second class in any two Honours Examinations; or (c) been placed in the first or second class in any Honours Examination if he has qualified for his degree under the regulations for Emergency Allowances to Matriculated Students or the regulations for Allowances to Candidates for Commissions in H.M. Forces or the regulations for Allowances to Students entering the University after War Service. For this purpose:— (i) in Part III of the Mathematical Tripos or Part II of the Mechanical Sciences Tripos, Honours with distinction is deemed the equivalent of a place in the first class and honours without distinction is deemed the equivalent of a place in the second class (ii) in Part I of the Modern and Medieval Languages Tripos a candidate is not deemed to have attained the first or second class unless he has been placed not lower than the second class in each of the two languages taken by him. <i>Higher degree</i> Bachelor of Medicine (M.B.) Bachelor of Surgery (B.Chir.) Bachelor of Veterinary Medicine (M.B.) Master of Laws (LL.M.) Master of Music (Mus.M.) Master of Literature (M.Litt.) Master of Science (M.Sc.) Doctor of Philosophy (Ph.D.) Bachelor of Divinity (B.D.) Master of Surgery (M.Chir.) Bachelor of Laws (LL.B.) Bachelor of Music (Mus.B.) Doctor of Divinity (D.D.) Doctor of Laws (LL.D.) Doctor of Medicine (M.D.) Doctor of Music (Mus.D.) Doctor of Letters (Litt.D.) Doctor of Science (Sc.D.) <i>Degree</i> <i>Durham</i> .. Bachelor of Arts (B.A.) Bachelor of Arts in Fine Art (B.A.) Bachelor of Arts in Town and Country Planning (B.A.) Bachelor of Architecture (B.Arch.) Bachelor of Medicine and Bachelor of Surgery (M.B., B.S.) Bachelor of Dental Surgery (B.D.S.) Bachelor of Science in Pure Science (including General Honours and the General Degree with Honours) (B.Sc.) Bachelor of Science in Applied Science (B.Sc.) Bachelor of Science in Agriculture (B.Sc.) Bachelor of Commerce (B.Com.) Bachelor of Arts in Economic Studies (B.A.) Bachelor of Arts with Honours in Oriental Studies (B.A.) Bachelor of Laws (LL.B.)

APPENDIX V—continued

<i>University</i>	<i>Higher degree</i>
Durham—contd.	Master of Arts (M.A.) Master of Letters (M.Litt.) Doctor of Letters (D.Litt.) Doctor of Medicine (M.D.) Doctor of Surgery (D.S.) Doctor of Hygiene (D.Hyg.) Master of Dental Surgery (M.D.S.) Doctor of Dental Science (D.D.S.) Master of Music (M.Mus.) Doctor of Music (D.Mus.) Master of Commerce (M.Com.) Master of Arts in Economic Studies (M.A.) Master of Laws (LL.M.) Master of Education (M.Ed.) Bachelor of Divinity (B.D.) Doctor of Divinity (D.D.) Master of Science (Faculties of Science, Applied Science and Agriculture) (M.Sc.) Doctor of Philosophy (All Faculties) (Ph.D.) Doctor of Law (LL.D.)
Exeter	<i>Degree</i> Bachelor of Arts (B.A.) Bachelor of Arts in Social Studies (including the General Degree with Honours) (B.A.) Bachelor of Science (including the General Honours Degree) (B.Sc.) Bachelor of Laws (LL.B.) <i>Higher degree</i> Master of Arts (M.A.) Master of Science (M.Sc.) Master of Laws (LL.M.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Laws (LL.D.)
Hull	<i>Degree</i> Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Science (Economics) (B.Sc.(Econ.)) <i>Higher degree</i> Master of Arts (M.A.) Master of Science (M.Sc.) Master of Laws (LL.M.) Master of Economic Science (M.Sc.(Econ.)) Master of Education (M.Ed.) Bachelor of Divinity (B.D.) Doctor of Divinity (D.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Laws (LL.D.) Doctor of Music (D.Mus.) Doctor of Philosophy (Ph.D.)
Leeds	<i>Degree</i> Bachelor of Arts (B.A.) (including B.A. Hons. (Gen.) 1936-40 and from 1953) Bachelor of Science (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Commerce (B.Com.) Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.) Bachelor of Dental Surgery (B.Ch.D.) <i>Higher degree</i> Master of Arts (M.A.) Master of Science (M.Sc.) Master of Education (M.Ed.) Doctor of Philosophy (Ph.D.) Master of Laws (LL.M.) Master of Commerce (M.Com.)

APPENDIX V—continued

<i>University</i>	<i>Degree</i>
Leicester ..	Bachelor of Arts (B.A.)
	Bachelor of Science (B.Sc.)
	<i>Higher Degree</i>
	Master of Arts (M.A.)
	Master of Science (M.Sc.)
	Master of Education (M.Ed.)
	Doctor of Philosophy (Ph.D.)
	Doctor of Letters (D.Litt.)
	Doctor of Science (D.Sc.)
	<i>Degree</i>
Liverpool ..	Bachelor of Arts (B.A.) (1903-35)
	Bachelor of Arts in Special Studies (B.A.) (from 1932)
	Bachelor of Arts in General Studies (B.A.) (from 1932)
	Bachelor of Commerce (B.Com.) (1924-40) (1950 to date)
	Bachelor of Arts in Architecture (B.A.(Arch.)) (1903-10)
	Bachelor of Architecture in Architectural Design (B.Arch.) (1920-32)
	Bachelor of Architecture in Architectural Construction (B.Arch.) (1920-32)
	Bachelor of Architecture (B.Arch.) (from 1932)
	Bachelor of Science (B.Sc.)
	Bachelor of Medicine, Bachelor of Surgery (M.B., Ch.B.)
	Bachelor of Dental Surgery (B.D.S.) (from 1914)
	Bachelor of Laws (LL.B.)
	Bachelor of Engineering (B.Eng.)
	Bachelor of Veterinary Science (B.V.Sc.)
	<i>Higher degree</i>
	Doctor of Letters (Litt.D.)
	Master of Civic Design (M.C.D.)
	Master of Commerce (M.Com.)
	Doctor of Science (D.Sc.)
	Doctor of Medicine (M.D.)
	Master of Radiology (M.Rad.)
	Master of Dental Surgery (M.D.S.)
	Doctor of Laws (LL.D.)
	Doctor of Engineering (D.Eng.)
	Doctor of Veterinary Science (D.V.Sc.)
	Master of Veterinary Science (M.V.Sc.)
	Doctor in Philosophy (Ph.D.)
	Master of Arts (M.A.)
	Master of Architecture (M.Arch.)
	Master of Science (M.Sc.)
	Master of Surgery (Ch.M.)
	Master of Orthopaedic Surgery (M.Ch.Orth.)
	Master of Laws (LL.M.)
	Master of Engineering (M.Eng.)
	<i>Degree</i>
London ..	Bachelor of Arts (Honours) (B.A.)
	Bachelor of Science (Special or General) (B.Sc.)
	Bachelor of Science (Economics) (B.Sc.(Econ.))
	Bachelor of Science (Sociology) (B.Sc.(Soc.))
	Bachelor of Commerce (B.Com.)
	Bachelor of Divinity (B.D.)
	Bachelor of Laws (LL.B.)
	Bachelor of Science (Engineering) (B.Sc.(Eng.))
	Bachelor of Music (B.Mus.) (from 1951)
	Bachelor of Science (Household and Social Science) (B.Sc. (H. and S.S.))
	Bachelor of Science (Household Science) (B.Sc. (Household Science))
	Bachelor of Science (Nutrition) (B.Sc.(Nutrition))
	Bachelor of Science (Agriculture) (B.Sc.(Agric.)) with Honours from 1955
	Bachelor of Arts in Architecture (B.A.)
	Bachelor of Pharmacy (B.Pharm.)
	<i>Higher degree</i>
	Master of Theology (M.Th.)
	Doctor of Divinity (D.D.)
	Master of Arts (M.A.)

APPENDIX V—continued

<i>University</i>	<i>Higher degree</i>
<i>London—contd.</i>	<p>Doctor of Literature (D.Lit.) Master of Laws (LL.M.) Doctor of Laws (LL.D.) Doctor of Music (D.Mus.) Doctor of Medicine (M.D.) Master of Surgery (M.S.) Master of Dental Surgery (M.D.S.) Master of Pharmacy (M.Pharm.) Master of Science (M.Sc.) Doctor of Science (D.Sc.) Master of Science (Agriculture) (M.Sc.(Agric.)) Master of Science (Engineering) (M.Sc.(Eng.)) Doctor of Science (Engineering) (D.Sc.(Eng.)) Master of Science (Economics) (M.Sc.(Econ.)) Doctor of Science (Economics) (D.Sc.(Econ.)) Master of Science (Estate Management) (M.Sc.(Est.Man.)) Doctor of Philosophy (Ph.D.) (conferred in all faculties)</p>
<i>Manchester</i> ..	<p><i>Degree</i></p> <p>Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Arts (Economics and Social Studies) (B.A.(Econ.)) Bachelor of Technical Science (B.Sc.Tech.) Bachelor of Divinity (B.D.) Bachelor of Music (Mus.B.)</p> <p><i>Higher degree</i></p> <p>Master of Arts (M.A.) Master of Science (M.Sc.) Master of Laws (LL.M.) Master of Dental Surgery (M.D.S.) Master of Arts (Economic and Social Studies) (M.A.(Econ.)) Master of Arts (Commerce) (M.A.(Com.)) Master of Arts (Administration) (M.A.(Admin.)) Master of Technical Science (M.Sc.Tech.) Master in Education (M.Ed.)</p>
<i>Nottingham</i> ..	<p><i>Degree</i></p> <p>Bachelor of Arts (B.A.) Bachelor of Laws (LL.B.) Bachelor of Science (B.Sc.) Bachelor of Pharmacy (B.Pharm.) (from 1956) Bachelor of Science in Engineering (B.Sc.(Eng.)) (up to 1957) Bachelor of Science in Mining (B.Sc.(Min.)) (up to 1957) Bachelor of Music (B.Mus.) (from 1958)</p> <p><i>Higher degree</i></p> <p>Doctor of Divinity (D.D.) Doctor of Laws (LL.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Philosophy (Ph.D.) Bachelor of Divinity (B.D.) Master of Arts (M.A.) Master of Laws (LL.M.) Master of Education (M.Ed.) Master of Science (M.Sc.) Master of Pharmacy (M.Pharm.)</p>
<i>Oxford</i> .. (see note (2) below)	<p>A degree in which the teacher was placed in Class I or Class II of the final examination in one of the following schools:—</p> <p>Literae Humaniores Mathematics Natural Science Jurisprudence Modern History Theology Oriental Studies</p>

APPENDIX V—continued

<i>University</i>	<i>Higher degree</i>
Oxford—contd.	English Language and Literature Modern Languages Philosophy, Politics and Economics Geography Agriculture Forestry Psychology, Philosophy and Physiology Music
	<i>Higher degree</i>
	Bachelor of Music (B.Mus.) Doctor of Music (D.Mus.) Bachelor of Letters (B.Litt.) Bachelor of Philosophy (B.Phil.) Bachelor of Science (B.Sc.) Doctor of Philosophy (D.Phil.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Bachelor of Civil Law (B.C.L.) Doctor of Civil Law (D.C.L.) Bachelor of Medicine (B.M.) Doctor of Medicine (D.M.) Master of Surgery (M.Ch.) Bachelor of Divinity (B.D.) Doctor of Divinity (D.D.)
Reading	<i>Degree</i>
..	Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Science (Agriculture) (B.Sc.(Agric.)) (prior to 1952)
	<i>Higher degree</i>
	Master of Arts (M.A.) Master of Science (M.Sc.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.)
Sheffield	<i>Degree</i>
..	Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.) (prior to 1954) Bachelor of Dental Surgery (B.D.S.) (prior to 1954) Bachelor of Engineering (B.Eng.) (from 1923) Bachelor of Metallurgy (B.Met.) (from 1923) Bachelor of Technical Science (B.Sc.(Tech.)) (from 1923) Bachelor of Laws (LL.B.) (from 1951)
(Graduation	diplomas issued prior to 1920 did not show the class of honours awarded.)
	<i>Higher degree</i>
	Bachelor of Music (B.Mus.) Master of Arts (M.A.) Master of Laws (LL.M.) Master of Science (M.Sc.) Master of Engineering (M.Eng.) Master of Technical Science (M.Sc.Tech.) Master of Metallurgy (M.Met.) Doctor of Philosophy (Ph.D.) Master of Surgery (Ch.M.) Master of Dental Surgery (M.D.S.) Doctor of Medicine (M.D.)
Southampton	<i>Degree</i>
..	Bachelor of Arts (Honours) (B.A.(Hons.)) Bachelor of Arts (General) (B.A.(Gen.)) Bachelor of Arts (Law) (B.A.(Law)) Bachelor of Science (Special) (B.Sc.Special (Hons.)) Bachelor of Science (General) (B.Sc.Gen.Hons.) Bachelor of Science Honours in Engineering (B.Sc. Eng.(Hons.)) Bachelor of Science (Economics) (B.Sc.Econ.)

APPENDIX V—continued

<i>University</i>	<i>Higher degree</i>
Southampton —contd.	Master of Arts (M.A.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Master of Science (M.Sc.) Doctor of Science (D.Sc.) Master of Science (Engineering) (M.Sc.(Eng.)) Master of Science (Economics) (M.Sc.(Econ.)) Doctor of Science (Economics) (D.Sc.(Econ.)) Master of Arts (Education) (M.A.(Ed.)) Master of Laws (LL.M.) Doctor of Laws (LL.D.)
North Stafford- shire (University College)	<i>Degree</i> Bachelor of Arts (B.A.)
Wales	<i>Degree</i> Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Music (B.Mus.) Bachelor of Laws (LL.B.) Bachelor of Architecture (B.Arch.)
	<i>Higher degree</i> Bachelor of Divinity (B.D.) Master of Arts (M.A.) Master of Science (M.Sc.) Master of Music (M.Mus.) Master of Laws (LL.M.) Master of Pharmacy (M.Pharm.) Doctor of Philosophy (Ph.D.) Master of Surgery (M.Ch.) Doctor of Medicine (M.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Divinity (D.D.) Doctor of Music (D.Mus.) Doctor of Laws (LL.D.)
St. David's College, Lampeter	<i>Degree</i> Bachelor of Arts (Honours) (B.A.) <i>Higher Degree</i> Bachelor of Divinity (B.D.)
Scotland	<i>Degree</i>
St. Andrews ..	Master of Arts (M.A.) Bachelor of Science (B.Sc.) Bachelor of Science in Engineering (B.Sc.Eng.)
	<i>Higher degree</i> Bachelor of Philosophy (B.Phil.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Philosophy (Ph.D.) Bachelor of Education (Ed.B.) Bachelor of Laws (LL.B.) Bachelor of Divinity (B.D.)
Aberdeen ..	<i>Degree</i> Master of Arts (M.A.) Bachelor of Science (B.Sc.) Bachelor of Science in Agriculture (B.Sc.Agr.) Bachelor of Science in Forestry (B.Sc.For.) Bachelor of Science in Engineering (B.Sc.Eng.) Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.)

APPENDIX V—continued

<i>University</i>	<i>Higher degree</i>
<i>Aberdeen—contd.</i>	Bachelor of Education (Ed.B.) Bachelor of Divinity (B.D.) Bachelor of Laws (LL.B.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Medicine (M.D.) Master of Surgery (Ch.M.)
<i>Edinburgh</i>	<i>Degree</i> Master of Arts (M.A.) Bachelor of Science (Pure Science) (B.Sc.) Bachelor of Science (Agriculture) (B.Sc.) Bachelor of Science (Forestry) (B.Sc.) Bachelor of Science (Engineering) (B.Sc.) Bachelor of Science (Mining) (B.Sc.) Bachelor of Science Technical Chemistry (Chemical Technology) (B.Sc.) Bachelor of Music (B.Mus.) <i>Higher degree</i> Bachelor of Education (B.Ed.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Bachelor of Laws (LL.B.) Bachelor of Divinity (B.D.) Doctor of Music (D.Mus.) Master of Science (M.Sc.) Doctor of Science (D.Sc.)
<i>Glasgow</i>	<i>Degree</i> Master of Arts (M.A.) Bachelor of Science (B.Sc.) (Pure Science from 1921) (Engineering from 1925) Bachelor of Science in Applied Chemistry (B.Sc.) (from 1925) Bachelor of Music (B.Mus.) <i>Higher degree</i> Doctor of Philosophy (Ph.D.) Bachelor of Letters (B.Litt.) Doctor of Science (D.Sc.) Doctor of Letters (D.Litt.) Doctor of Medicine (M.D.) Master of Surgery (Ch.M.) Doctor of Music (D.Mus.) Bachelor of Laws (LL.B.) Bachelor of Divinity (B.D.) Bachelor of Education (Ed.B.)
<i>Ireland</i>	
<i>Queen's, Belfast</i>	<i>Degree</i> Bachelor of Arts (B.A.) Bachelor of Science, Pure Science and Applied Science and Technology (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Commercial Science (B.Com.Sc.) Bachelor of Science (Economics) (B.Sc.(Econ.)) (after 1948) Bachelor of Agriculture (B.Agr.) Bachelor of Medicine (M.B.) Bachelor of Music (B.Mus.) Bachelor of Dental Surgery (B.D.S.) <i>Higher degree</i> Doctor of Literature (D.Lit.) Doctor of Science (D.Sc.) Doctor of Medicine (M.D.) Doctor of Laws (LL.D.) Doctor of Philosophy (Ph.D.) Master of Arts (M.A.) Bachelor of Education (B.Ed.)

APPENDIX V—continued

<i>University</i>	<i>Higher degree</i>
Queen's, Belfast —contd.	Bachelor of Divinity (B.D.) Master of Science (M.Sc.) Master of Surgery (M.Ch.) Master of Dental Surgery (M.D.S.) Master of Science in Economics (M.Sc.(Econ.)) Master of Agriculture (M.Agr.) Master of Laws (LL.M.)
National, Dublin	<i>Degree</i> Bachelor of Arts (B.A.) Bachelor of Music (B.Mus.) Bachelor of Science (B.Sc.) Bachelor of Agricultural Science (B.Agr.Sc.) Bachelor of Commerce (B.Comm.) Bachelor of Dairy Science (B.Sc.(Dairying)) (after 1927) Bachelor of Engineering (B.E.) Bachelor of Architecture (B.Arch.) Bachelor of Veterinary Medicine (M.V.B.) (after 1947) Bachelor of Medicine, Bachelor of Surgery, Bachelor of Obstetrics (M.B., B.Ch., B.A.O.) Bachelor of Dental Surgery (B.D.S.) Bachelor of Civil Law (B.C.L.) (after 1954) <i>Higher degree</i> Master of Arts (M.A.) Master of Science (M.Sc.) Master of Agricultural Science (M.Agr.Sc.) Bachelor of Laws (LL.B.) Master of Engineering (M.E.) Master of Architecture (M.Arch.) Master of Commerce (M.Comm.) Master of Surgery (M.Ch.) Master of Obstetrics (M.A.O.) Master of Dental Surgery (M.D.S.) Master of Economic Science (M.Econ.Sc.) (after 1928) Master of Dairy Science (M.Sc.Dairying) Master of Veterinary Medicine (M.V.M.) Philosophiae Doctor (Ph.D.) Doctor of Literature (D.Litt.) Doctor of Music (D.Mus.) Doctor of Celtic Studies (D.Litt.Celt.) Doctor of Science (D.Sc.) Doctor of Laws (LL.D.) Doctor of Economic Science (D.Econ.Sc.) Doctor of Science (Public Health) (D.Sc.Public Health) (prior to 1948) Doctor of Medicine (M.D.)
Dublin, Trinity College	<i>Degree</i> Mathematics Classics Mental and Moral Philosophy (prior to 1926) Mental and Moral Science (from 1926) Experimental Science Natural Science History and Political Science (prior to 1948) Modern History and Political Science (from 1948) Ancient History and Political Science (from 1948) Modern Literature Legal and Political Science (prior to 1933) Legal Science (from 1933) Economics and Political Science (from 1933) Engineering Science (prior to 1954) Celtic Languages Oriental Languages Ancient and Modern Literature (from 1951) (Prior to 1925 a Senior Moderatorship is deemed the equivalent of a First or Second Class Honours degree.)

APPENDIX V—continued

<i>University</i>	<i>Higher degree</i>
Dublin, Trinity	Master in Science (M.Sc.)
College—contd.	Doctor in Science (Sc.D.)
	Doctor in Philosophy (Ph.D.)
	Bachelor in Letters (B.Litt.)
	Doctor in Letters (Lit.D.)
	Bachelor in Divinity (B.D.)
	Doctor in Divinity (D.D.)
	Doctor in Medicine (M.D.)
	Master in Surgery (M.Ch.)
	Master in Obstetrics (M.A.O.)
	Master in Dental Science (M.Dent.Sci.)
	Master in Civil Engineering (M.A.I.)
	Bachelor in Music (Mus.B.)
	Doctor in Music (Mus.D.)
	Master in Commerce (M.Comm.)

Such other degrees with First or Second Class Honours or Higher degrees of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland as are added to the foregoing list by the Burnham Committee.

Notes

(1) Teachers who have passed the requisite final examination and complied with the other conditions for the award of a First or Second Class Honours degree or Higher degree are entitled to receive the addition even though the degree has not been conferred.

(2) In the case of Cambridge and Oxford Universities, women who otherwise satisfied the conditions for the award of a degree as set out above are entitled to receive the addition, even though the regulations of those Universities for the time being in force precluded the conferment of the degree upon them.

APPENDIX VI

Grading of Posts in establishments other than Colleges of Advanced Technology (Reference Section A of Part II)

1. It is the Committee's intention that the basis upon which a local education authority will consider the grading of full-time posts in establishments other than Colleges of Advanced Technology should be laid down in broad rather than in precise terms so that, while affording adequate guidance as to the principles which should be observed in this matter, there should be a sufficient measure of flexibility to enable the Authority to decide, in the light of all the relevant considerations, the grading of posts which they consider is best suited to the needs of a particular Establishment for Further Education.

2. While, therefore, standards of work should be the essential consideration, it will be competent for an authority to take other factors into account which they consider relevant to the grading of posts.

3. The standards of the work should be considered in relation to three criteria which, for the guidance of authorities, may be defined as follows:—

- Work of university standard*, i.e. work above the intermediate level of university examinations leading directly to examinations which satisfy the academic criteria accepted for graduate status for salary purposes.
- Work of intermediate standard*, i.e. work which, while not satisfying the above criteria, is above the level of the ordinary standard of the General Certificate of Education.
- Work of school standard*, i.e. work which does not satisfy either of the above criteria.

It is for the Authority, acting on this guidance in consultation with the College Principal, to determine the grading of posts so that the proportion of posts in the higher grades is in a right relationship to the proportions of work in the higher standards.

4. Having assessed the volume of work classified according to the standards described in paragraph 3 above, the Local Education Authority should adopt the following guide to an appropriate relativity between the standards of work and posts of the various categories:—

APPENDIX VI—continued

Work of university standard	Senior Lecturers and/or Lecturers
Work of intermediate standard	Lecturers and/or Assistants Grade B
Work of school standard	Assistants Grade B and/or Assistants Grade A

provided that not more than half the number of posts related to work of school standard shall be Assistant Grade A.

The degree of flexibility which such relativities afford will allow the proportion of Lecturers to Assistants Grade B to vary as between Establishment and Establishment according to whether the greater volume of work of intermediate standard undertaken in the Establishment approximates more closely to work of university standard or to work of school standard.

For the purposes of this paragraph Principal Lecturers are deemed to be Senior Lecturers.

5. The grading of Departments should also be determined by the Local Education Authority in consultation with the College Principal. In considering posts of Head of Department and the grading of such posts, the Local Education Authority shall have regard to the general principle that a group of classes should normally be recognised as constituting a Department if a substantial amount of work above school standard as defined in paragraph 3 above is carried on within the group. Further an authority in deciding this matter should have regard to the numbers of full-time staff in the various categories as defined in paragraph 4 above, the numbers of part-time staff, and the numbers of full and part-time students. The Head of a Department will be the teacher who is responsible to the Principal for the organisation and conduct of the work in a subject or subjects undertaken in the classes within the group which is recognised as a Department of the College. If the subjects involve practical work, the Head of the Department will be responsible to the Principal for the working of the laboratories, for the care of apparatus, and for the requisitioning of stores, etc.

6. The Committee has adopted this general approach because they believe a great measure of flexibility is essential to meet the widely varying needs of Establishments for Further Education which this Report covers. They are confident that in the great majority of cases, this approach will bring satisfaction both to local education authorities and to the staffs of the Establishments. Where, in the case of a particular Establishment, there is doubt or difficulty, the Committee recommend that the Authority should consult the Ministry.

APPENDIX VII

Relevant Extracts from previous Reports

1. Appendix V of the 1938 Technical Report (to which Appendix III to this Report refers) :—

“WAR SERVICE. (SECTION 16 (a) (iv) OF REPORT)

1. The following types of war service (*see* Circulars 1244, 1318 and 1336) may be counted for increment purposes:—

- (a) Service with H.M. Forces (Soldiers, Sailors or Airmen).
- (b) A period of disablement owing to medical treatment for wounds or other disabilities contracted when on war service with H.M. Forces, up to a maximum of 12 months, on production of satisfactory evidence that the Teacher was unable to resume or continue teaching duties, or was unable after demobilisation to complete his preparation for the teaching profession.
- (c) Service with the Allied armies in a combatant capacity, provided that the Teacher was in recognised teaching service in England, Wales or Scotland before the war.
- (d) Service which has been accepted by the Naval or Military Authority for the purpose of the issue of the Victory Medal or the Mercantile Marine War Medal.

2. The following are examples of types of war service which are not taken into account for increment purposes:—

- (a) Voluntary periods of service after the Armistice (but provided they do not exceed 12 months in duration, they do not invalidate actual service during the war from being counted).

N.B.—There was no voluntary service with the Navy.

- (b) Service with Army Reserve W. In the case of Teachers who had service with the Forces prior to transfer to Army Reserve W, the date of demobilisation may be taken to be the date of discharge from Army Reserve W.

- (c) A period of internment as a civilian prisoner of war.
- (d) Munitions work.
- (e) Service in a University O.T.C. (*N.B.*—This does not include service in the Artists Rifles O.T.C. or Inns of Court O.T.C. which is regarded as war service.)
- (f) Service with the Forces of the Crown before the age of 18.

3. The following classes of Teachers are allowed to count war service as defined in paragraph 1 above for increment purposes:—

- (a) Men who were serving as full-time Teachers at the outbreak of the war or later—
Provided that they resumed such teaching at the first opportunity after demobilisation, or the interval between demobilisation and resuming teaching was occupied by a full-time course of study for a degree, or in preparation for the teaching profession.
- (b) New Entrants—Graduates:—
As regards men Teachers who only commenced full-time teaching service after the war and had not been in any other occupation prior to the war, war service is counted for increment purposes on the Graduate Scale, subject to the following conditions:—
 - (i) The Teacher must have entered upon full-time teaching service at the first opportunity after demobilisation, or after the completion of a full-time course of study for a degree, or in preparation for the teaching profession. A short period of temporary teaching service whilst waiting for admission to the University is ignored.
 - (ii) If the total period spent in such full-time course of study falls short of three years, the difference between three years and the period actually spent in the course (both before and after enlistment) is deducted from any period allowed (for salary purposes) for service with the Forces. For this purpose, the University year is taken as commencing on 1st August and ending on 31st July.
- (c) New Entrants—Non-Graduates:—
 - (i) Men possessing qualifications accepted by the Board as equivalent to a degree are treated as Graduates and dealt with as in (b) above.
 - (ii) Certificated Assistant Masters are dealt with in accordance with Circular 1227 (see Appendix V to Standard Scales Report).
 - (iii) In the case of other Assistant Masters, war service is counted only if the Teacher possesses suitable and substantial qualifications based upon a course of full-time study of at least two years' duration (e.g. courses of study in Art or Music). In such cases the normal period of full-time study required for the qualification is substituted for three years in (b) (ii) above.
- (d) In the case of women Teachers war service is counted only if it is of the type coming under paragraph 1 (d), was commenced before 14th June, 1917, and if the teachers concerned satisfy the conditions set forth in (a), (b) or (c) preceding.

4. War service is counted for increments on the scale which was appropriate to the Teacher before his entry on war service, except in the following cases:—

- (a) Teachers who proceeded to a University and obtained a degree before resuming teaching are treated as new entrants (see paragraph 3 (b) preceding).
- (b) Teachers in foreign service prior to the war, who resumed teaching in a school in England, Wales or Scotland immediately on demobilisation, have their war service counted on the same scale as is appropriate to their post-war service. If, however, they returned to foreign service after demobilisation, their war service is not counted for increment purposes.
- (c) In the case of Teachers serving in Secondary or Technical Schools before the war, who were awarded War Degrees whilst on Active Service, the war service is counted at Non-Graduate rates up to the date of the award of the War Degree, and at Graduate rates afterwards."

2. Paragraph 7 of Part A of Appendix IV to the Burnham Report on Scales for Teachers in Establishments for Further Education, 1956 (to which paragraph 6 of Part A of Appendix IV to this Report refers):

"7. Study or training undertaken before attaining the age of 17 years is not eligible to be taken into account for the purpose of this Appendix, except in the case of a course beginning at the Autumn Term. In this case if the student attains the age of 17 years by 1st October in the first year of the course the whole period may be taken into account."

3. Sections 8, 9 and 10 of the 1927 Technical Report (to which paragraph I (i) of Part B of Appendix V to this Report refers) :—

“CONSIDERATION FOR EXISTING TEACHERS

8. A Local Education Authority, in considering the placing of Non-Graduate teachers on the Graduate scale, should accept a less exacting standard for teachers who were in the service of the Authority on the 1st April, 1921.

NON-GRADUATE TEACHERS ALREADY PLACED ON A GRADUATE SCALE

9. In Schools to which this Report relates where there were in force definite scales for Graduates and Non-Graduates prior to 1st April, 1921, or the date of the adoption of the 1921 Report, if later, and where a Non-Graduate teacher had been placed by the Local Education Authority on such graduate scale, such recognition shall continue in the application of the new scales.

LONG SERVICE NON-GRADUATE TEACHERS

10. In Schools to which this Report relates, the Local Education Authority is recommended to recognise the case of Non-Graduate teachers of adequate educational qualifications whose service in such Schools has been of a meritorious character and who were appointed on or before 1st April, 1912, by placing such teachers on the Graduate Scale.”

Sections 7, 8, 9 of the 1921 Technical Report and Sections 8, 9, 10 of the 1920 and 1927 Secondary Reports are in similar sense.

4. Section 3 (3) (a) (ii) of the 1938 Technical Report (to which paragraph I (ii) of Part B of Appendix V to this Report refers) :—

“GRADE III—GRADUATE ASSISTANTS

Assistants in this Grade will be of two kinds:—

.....

(ii) those whose industrial or commercial qualifications and teaching or other experience entitle them in the opinion of the Local Education Authority to be placed in this grade.

NOTE: The Board's approval must be sought for all cases proposed under (ii).”

Section 4 (3) (b) of the 1921 Technical Report and Section 3 (3) (a) (ii) of the 1927 Technical Report are in similar sense.

APPENDIX VIII

1. Basic Scale Salary (without additions) for each year of service

Completed years of service		SCALES FOR MEN					
		Assistants		Lecturers	Senior Lecturers	Principal Lecturers	Readers
		Grade A	Grade B				
0	..	£ 520 s. 0	£ 700 s. 0	£ 1,370	£ 1,550	£ 1,750	£ 1,800
1	..	547 10	727 10	1,405	1,600	1,800	1,850
2	..	575 0	755 0	1,440	1,650	1,850	1,900
3	..	602 10	782 10	1,475	1,700	1,900	1,950
4	..	630 0	810 0	1,510	1,750		2,000
5	..	657 10	837 10	1,550			2,050
6	..	685 0	865 0				2,100
7	..	712 10	892 10				
8	..	740 0	920 0				
9	..	767 10	947 10				
10	..	795 0	975 0		(Note 1)		(Note 2)
11	..	822 10	1,002 10				
12	..	850 0	1,030 0				
13	..	877 10	1,057 10				
14	..	905 0	1,085 0				
15	..	932 10	1,112 10				
16	..	960 0	1,150 0				
17	..	1,000 0					

SCALES FOR WOMEN (Note 3)

	£	£	£	£	£	£
0 ..	468	630	1,100	1,240	1,400	1,440
1 ..	490	652	1,128	1,280	1,440	1,480
2 ..	512	674	1,156	1,320	1,480	1,520
3 ..	534	696	1,184	1,360	1,520	1,560
4 ..	556	718	1,212	1,400		1,600
5 ..	578	740	1,240			1,640
6 ..	600	762				1,680
7 ..	622	784				
8 ..	644	806				
9 ..	666	828		(Note 1)		(Note 2)
10 ..	688	850				
11 ..	710	872				
12 ..	732	894				
13 ..	754	920				
14 ..	776					
15 ..	800					

NOTES

1. Maxima of Senior Lecturer Scales in establishments other than Colleges of Advanced Technology can be increased in a Department which is not eligible for a post of Principal Lecturer, subject to agreement with the Minister.

2. Scales for Readers apply only in Colleges of Advanced Technology and the maxima can be increased, subject to agreement with the Minister.

3. Under the equal pay arrangements in Section C of Part I of this Report an increment of five-sevenths of the difference between the salary for a woman and that for a man is payable for the period 1st October, 1959, to 31st March, 1960; a further increment becomes payable on 1st April, 1960, and full equality of pay is reached on 1st April, 1961.

APPENDIX VIII—continued
Scales for Departmental Heads

Completed years of service	SCALES FOR MEN					
	Grades					
	I	II	III	IV	V	VI
0	£ 1,420	£ 1,600	£ 1,800	£ 1,950	£ 2,100	£ 2,250
1	1,455	1,650	1,850	2,000	2,150	2,300
2	1,490	1,700	1,900	2,050	2,200	2,350
3	1,525	1,750	1,950	2,100	2,250	2,400
4	1,560	1,800			(Note 1)	2,450
5	1,600					2,500 (Note 2)

SCALES FOR WOMEN (Note 3)

	£	£	£	£	£	£
0	1,130	1,280	1,440	1,560	1,680	1,800
1	1,160	1,320	1,480	1,600	1,720	1,840
2	1,190	1,360	1,520	1,640	1,760	1,880
3	1,220	1,400	1,560	1,680	1,800	1,920
4	1,250	1,440				1,960
5	1,280				(Note 1)	2,000 (Note 2)

NOTES

1. Where in the special circumstances of a particular case of Head of Department Grade V in an establishment other than a College of Advanced Technology the scale is considered by the Local Education Authority to be inadequate, the Authority may, in agreement with the Minister, pay such higher scale as it deems appropriate.

2. Scales for Heads of Department Grade VI apply only in Colleges of Advanced Technology and where, in the special circumstances of a particular case, the scale is considered by the Governing Body of the College in agreement with the Local Education Authority to be inadequate, such higher scale may be paid as is agreed by the Minister to be appropriate.

3. Under the equal pay arrangements in Section C of Part I of this Report an increment of five-sevenths of the difference between the salary for a woman and that for a man is payable for the period 1st October, 1959, to 31st March, 1960; a further increment becomes payable on 1st April, 1960, and full equality of pay is reached on 1st April, 1961.

APPENDIX VIII—continued

2. For the purpose of illustration the following examples indicate the method of assessing salary with additions. All the examples relate to men teachers. The method of assessment is similar for women teachers, the equal pay increment being payable in addition.

A uniform incremental date of 1st April has been used and continuity of service from 1st April, 1959, has been assumed.

Completed years of service (1)	Assistant Grade A, Non-Graduate, training addition of one increment (2)	Assistant Grade A, Graduate, no Good Honours addition, no training addition (3)	Assistant Grade B, Non-Graduate, training addition of one increment (4)	Assistant Grade B, Graduate, no Good Honours addition, 3 years trained (5)	Assistant Grade B, Graduate, Good Honours addition, 5 years trained (6)
	£ s.	£ s.	£ s.	£ s.	£ s.
0	550 0	610 0	730 0	820 0	955 0
1	577 10	637 10	757 10	847 10	982 10
2	605 0	665 0	785 0	875 0	1,010 0
3	632 10	692 10	812 10	902 10	1,037 10
4	660 0	720 0	840 0	930 0	1,065 0
5	687 10	747 10	867 10	957 10	1,092 10
6	715 0	775 0	895 0	985 0	1,120 0
7	742 10	802 10	922 10	1,012 10	1,147 10
8	770 0	830 0	950 0	1,040 0	1,175 0
9	797 10	857 10	977 10	1,067 10	1,202 10
10	825 0	885 0	1,005 0	1,095 0	1,230 0
11	852 10	912 10	1,032 10	1,122 10	1,257 10
12	880 0	940 0	1,060 0	1,150 0	1,285 0
13	907 10	967 10	1,087 10	1,177 10	1,312 10
14	935 0	995 0	1,115 0	1,205 0	1,340 0
15	962 10	1,022 10	1,142 10	1,232 10	1,367 10
16	990 0	1,050 0	1,180 0	1,270 0	1,405 0
17	1,030 0	1,090 0			

1. Assistant Grade A—Non-graduate—training addition of one increment—with 4 years 1 month service to 30th September, 1959 (3 years 7 months service to 31st March, 1959)

(Reference Appendix II, Part B, paragraph 2)

	£	s.	d.
Minimum of scale for Assistants Grade A	520	0	0
Training addition	30	0	0
3.7/12ths increments of £27 10s. in respect of 3 years 7 months service to 31st March, 1959	98	10	10
Salary from 1st October, 1959	£648	10	10 per annum
Add increment of £27 10s. in respect of service from 1st April, 1959, to 31st March, 1960	27	10	0
Salary from 1st April, 1960	£676	0	10 per annum

APPENDIX VIII—continued

2. Assistant Grade B in an Establishment other than a College of Advanced Technology—Graduate with training addition of one increment and 9 years 1 month teaching service to 30th September, 1959—awarded an allowance of £120 in respect of supervisory duties. (8 years 7 months service to 31st March, 1959)

(Reference Appendix II, Part B, paragraph 2)

	£	s.	d.
Minimum of scale for Assistants Grade B	700	0	0
Graduate addition	90	0	0
Training addition	30	0	0
8.7/12ths increments of £27 10s. in respect of 8 years 7 months service to 31st March, 1959	236	0	10
Allowance under paragraph 3 of Section B of Part II of this Report	120	0	0
Salary from 1st October, 1959	£1,176	0	10 per annum
Add increment of £27 10s. in respect of service from 1st April, 1959, to 31st March, 1960	27	10	0
Salary from 1st April, 1960	£1,203	10	10 per annum

3. Lecturer appointed on 1st September, 1955, at a point one increment above the minimum of the 1954 Lecturer scale by reference to the existing salary in the former post and the application of the "next higher point" principle—with 4 years 1 month service as Lecturer to 30th September, 1959. (3 years 7 months service as Lecturer to 31st March, 1959)

(Reference Appendix II, Part B, paragraph 3 (a))

(i) *Salary assessed under paragraph 3 (a) (i) (a)*

	£	s.	d.
Minimum of scale for Lecturers	1,370	0	0
3.7/12ths increments of £35 in respect of 3 years 7 months service as Lecturer to 31st March, 1959	125	8	4
	£1,495	8	4

(ii) *Salary assessed under paragraph 3 (a) (i) (b)*

Minimum of scale for Lecturers	1,370	0	0
1 increment of £35 in respect of point of entry to 1954 scale on first appointment as Lecturer	35	0	0
3 increments of £35 and 7/12ths of final increment of £40 in respect of 3 years 7 months service as Lecturer to 31st March, 1959	128	6	8
	£1,533	6	8

Therefore paragraph 3 (a) (i) (b) applies and the salary from 1st October, 1959, is

Salary from 1st April, 1960	£1,533	6	8 per annum
	£1,550	0	0 per annum (maximum)

4. Lecturer appointed on 1st January, 1960, on promotion from Grade B Assistant. Salary as Grade B from that date, based on service to 31st December, 1959, would have been the maximum of the Grade B scale with Graduate addition and training addition of 2 increments, and an allowance of £120 in respect of administrative duties, viz., £1,420.

(Reference Appendix II, Part B, paragraph 3 (c))

(i) *Salary assessed under paragraph 3 (c) (i)*

Minimum of scale for Lecturers	£	s.	d.
	1,370	0	0

(ii) *Salary assessed under paragraph 3 (c) (ii)*

As the salary appropriate in the former post as Grade B Assistant (£1,420) exceeds (i) above the "next higher point" applies and salary from 1st January, 1960, to 31st March, 1960, is	1,440	0	0 per annum
Add 3/12ths increment of £35 in respect of service as Lecturer from 1st January, 1960, to 31st March, 1960 ..	8	15	0
Salary from 1st April, 1960	£1,448	15	0 per annum

APPENDIX VIII—continued

5. Senior Lecturer previously in service as Senior Lecturer from 1st September, 1958, to 31st December, 1958, at a salary one increment above the minimum of the 1956 Senior Lecturer scale by reference to the existing salary in the former post and the application of the "next higher point" principle—with service as a University Lecturer from 1st January, 1959, to 31st March, 1960, which the Local Education Authority is prepared to count for increments on the Senior Lecturer scale. Re-appointed as Senior Lecturer on 1st April, 1960. (4 months service as Senior Lecturer to 31st March, 1960).

(Reference Appendix II, Part B, paragraph 4 (b) (i) (a))

(i) Salary assessed under paragraph 4 (a) (i) (a)

	£	s.	d.
Minimum of scale for Senior Lecturers	1,550	0	0
4/12ths increment of £50 in respect of Senior Lecturer service from 1st September, 1958, to 31st December, 1958	16	13	4
1.3/12ths increments of £50 in respect of "previous educational service" allowed by the Authority	62	10	0
	<u>£1,629</u>	<u>3</u>	<u>4</u>

(ii) Salary assessed under paragraph 4 (a) (i) (b)

Minimum of scale for Senior Lecturers	1,550	0	0
1 increment of £50 in respect of the point of entry to the 1956 Senior Lecturer scale on first appointment as Senior Lecturer	50	0	0
4/12ths increment of £50 in respect of service as Senior Lecturer from 1st September, 1958, to 31st December, 1958	16	13	4
	<u>£1,616</u>	<u>13</u>	<u>4</u>

Therefore paragraph 4 (a) (i) (a) applies and the salary from 1st April, 1960, is £1,629 3 4 per annum

6. Senior Lecturer appointed for the first time in that capacity on 1st January, 1960, following service as a Head of Department Grade D in a Secondary Grammar School in the "London Area" and whose "existing" salary based on total service to 31st December, 1959, excluding "London Addition", would have been £1,645 per annum.

(Reference Appendix II, Part B, paragraph 4 (c))

	£	s.	d.
(i) Salary assessed under paragraph 4 (c) (i)			
Minimum of scale for Senior Lecturers	1,550	0	0

(ii) Salary assessed under paragraph 4 (c) (ii)

"Existing" salary applicable under the Burnham Primary and Secondary Schools Report, 1959, on total service to 31st December, 1959:—

Maximum of Qualified Teachers Scale	1,000	0	0
Training addition	60	0	0
Graduate addition	90	0	0
Good Honours degree addition	75	0	0
Allowance as Head of Department Grade D	420	0	0
	<u>£1,645</u>	<u>0</u>	<u>0</u>

As this salary exceeds (i) above the "next higher point" applies 1,650 0 0

Therefore paragraph 4 (c) (ii) applies and the salary from 1st January, 1960, to 31st March, 1960, is 1,650 0 0 per annum

Add 3/12ths increment of £50 in respect of service as Senior Lecturer from 1st January, 1960, to 31st March, 1960.. .. . 12 10 0

Salary from 1st April, 1960 £1,662 10 0 per annum

APPENDIX VIII—continued

7. Principal Lecturer appointed on 1st October, 1959, with 5 years 6 months service as Senior Lecturer to 30th September, 1959, whose salary from 1st October in that capacity would have been the maximum of the Senior Lecturer scale, viz. £1,750.

(Reference Appendix II, Part B, paragraph 5(a))

(i) Salary assessed under paragraph 5(a)(i)

	£	s.	d.
Minimum of scale for Principal Lecturers	1,750	0	0

(ii) Salary assessed under paragraph 5(a)(ii)

As the salary appropriate in the former post as Senior Lecturer (£1,750) equals (i) above the "next higher point" applies and salary from 1st October, 1959, to 31st March, 1960 is	1,800	0	0	per annum
Add 6/12ths increment of £50 in respect of service as Principal Lecturer from 1st October, 1959, to 31st March, 1960	25	0	0	
Salary from 1st April, 1960	<u>£1,825</u>	<u>0</u>	<u>0</u>	per annum

8. Reader appointed on 1st October, 1956, at a point one increment above the minimum of the 1956 Reader scale by reference to the existing salary in the former post and the application of the "next higher point" principle—with 3 years service as Reader to 30th September, 1959. (2 years 6 months service as Reader to 31st March, 1959.)

(Reference Appendix II, Part B, paragraph 6(a))

(i) Salary assessed under paragraph 6(a)(i)(a)

	£	s.	d.
Minimum of scale for Readers	1,800	0	0
2.6/12ths increments of £50 in respect of 2 years 6 months service as Reader to 31st March, 1959	125	0	0
	<u>£1,925</u>	<u>0</u>	<u>0</u>

(ii) Salary assessed under paragraph 6(a)(i)(b)

Minimum of scale for Readers	1,800	0	0
1 increment of £50 in respect of point of entry to 1956 scale on first appointment as Reader	50	0	0
2.6/12ths increments of £50 in respect of 2 years 6 months service as Reader to 31st March, 1959	125	0	0
	<u>£1,975</u>	<u>0</u>	<u>0</u>
Therefore paragraph 6(a)(i)(b) applies and the salary from 1st October, 1959, to 31st March, 1960, is	£1,975	0	0 per annum
Add increment of £50 in respect of service as Reader from 1st April, 1959, to 31st March, 1960	50	0	0
Salary from 1st April, 1960	<u>£2,025</u>	<u>0</u>	<u>0 per annum</u>

9. Head of Department—with 3 years 7 months service as Grade II Head of Department to 31st March, 1960—promoted Grade III Head of Department on 1st September, 1960, whose salary from that date as Grade II Head of Department based on service to 31st August, 1960, would have been £1,800 (maximum of scale).

(Reference Appendix II, Part B, paragraph 7 (c))

(i) Salary assessed under paragraph 7 (c) (i)

	£	s.	d.
Minimum of scale for Heads of Department Grade III ..	1,800	0	0

APPENDIX VIII—continued

(ii) *Salary assessed under paragraph 7 (c) (ii)*

As salary appropriate in the former post as Head of Department Grade II (£1,800) equals (i) above the "next higher point" applies and salary from 1st September, 1960, to 31st March, 1961, is				1,850	0	0	per annum
Add 7/12ths increment of £50 in respect of service as Head of Department Grade III from 1st September, 1960, to 31st March, 1961				29	3	4	
Salary from 1st April, 1961				£1,879	3	4	per annum

(sgd.) T. P. CREED
(Chairman).

(sgd.) W. P. ALEXANDER
(Authorities' Panel)

(sgd.) G. E. WATTS
(Teachers' Panel)

} *Joint Honorary Secretaries.*

28th July, 1959.

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MINISTRY OF EDUCATION

Report of the Burnham Committee

representative of Associations
of Local Education Authorities
and Associations of Teachers on

Scales of Salaries for Teachers in Primary and Secondary Schools

maintained by Local Education Authorities

ENGLAND AND WALES

1959

LONDON

HER MAJESTY'S STATIONERY OFFICE

1959

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Letter from Sir Thomas Creed forwarding a Summary of the
Scales of Salary to the Minister of Education

9th July, 1959.

MY DEAR MINISTER,

As you know, during recent months, the Burnham Main Committee have been considering revised scales of salary for teachers employed by local education authorities in Primary and Secondary Schools, to take the place, as from 1st October, 1959, of those at present in force.

At their meeting yesterday, the Committee resolved that new scales, as set out in the statement which is enclosed with this letter, should be submitted to you. It is hoped that you will indicate your approval of the Committee's recommendations.

A fuller report containing detailed provisions regarding such matters as the method of applying the scales is in course of preparation and will, it is hoped, be submitted to you in the course of the next few weeks.

Yours sincerely,

T. P. CREED,

Chairman.

The Rt. Hon. Geoffrey Lloyd, M.P.,
Ministry of Education,
Curzon Street,
London, W.1.

Letter from the Minister of Education in Reply

16th July, 1959.

DEAR SIR THOMAS CREED,

You wrote to me on 9th July enclosing a summary of the salary scales which the Burnham Committee have recommended to operate from 1st October, 1959, for teachers employed in primary and secondary schools and special schools maintained by local education authorities.

I see that the basic scale now recommended is the same as that upon which I earlier made my views known to the Committee. As you are aware, I did not think that a sufficient case had been made out for the increase now proposed at the minimum of the basic scale either on educational grounds or in the light of the Government's policy of encouraging stability of wages and prices.

I remain of the opinion that the needs of the education service could have been better met if the total expenditure involved in the Committee's recommendations had been distributed in other ways. As regards my second point, however, I note that the Committee have endeavoured to meet my concern that their proposals should not be inflationary in their effect by including in their recommendations the proposal that the new report should remain in force for at least 2½ years from October, 1959.

In all the circumstances, I do not now wish to press my objection to the proposed minimum of the basic scale to the point of refusing my approval of the report as a whole. I should expect, however, that due note would be taken of the views which I have expressed on this occasion when the time comes to undertake a further salary review.

When, therefore, I receive full details of the Burnham Committee's recommendations in the form of a new report, you may take it that, if this confirms the recommendations contained in the documents which you sent to me, I shall be prepared to give my formal approval and to make the necessary Order under Section 89 of the Education Act, 1944.

Yours sincerely,
GEOFFREY LLOYD.

Sir Thomas Creed, K.B.E., M.C., Q.C.

Letter from Sir Thomas Creed forwarding the Report to the
Minister of Education

20th July, 1959.

MY DEAR MINISTER,

In my letter of 9th July, with which I sent you a statement setting out the revised scales of salary which the Burnham Main Committee recommended shall operate from 1st October, 1959, for teachers employed in primary and secondary and special schools maintained by local education authorities I stated that a report by the Committee containing detailed provisions for the application of the scales was in preparation.

You informed me on 16th July that when you received this Report you would be prepared to give your formal approval and make the necessary Order under Section 89 of the Education Act, 1944.

I now submit the Committee's full Report for your approval. In doing so, I am asked by the Committee to state on their behalf that it is their duty to give independent advice to the Minister; and that they cannot, nor would they wish to commit themselves or their successors now to any particular limitations when the time comes to undertake a further salary review.

Yours sincerely,

T. P. CREED,

Chairman.

The Rt. Hon. Geoffrey Lloyd, M.P.,
Ministry of Education,
Curzon Street,
London, W.1.

Letter from the Minister of Education in Reply

21st July, 1959.

DEAR SIR THOMAS CREED,

Thank you for your letter of the 20th July with which you sent me the Report containing the full recommendations of the Burnham Main Committee on scales of salary for teachers in primary and secondary schools and special schools maintained by local education authorities.

I now approve the Committee's Report, and in pursuance of the provisions of Section 89 of the Education Act, 1944, an Order will be made to bring the new salary scales into operation on 1st October, 1959.

I am most grateful to yourself and to the members of the Committee for the time and trouble which you and they have devoted to the preparation of this Report.

Yours sincerely,
GEOFFREY LLOYD.

Sir Thomas Creed, K.B.E., M.C., Q.C.

Scales of Salaries for Teachers in Primary and Secondary Schools

SECTION A

GENERAL DESCRIPTION OF THE CATEGORIES OF TEACHERS AND SCHOOLS TO WHICH THE SCALES OF SALARY ARE APPLICABLE

1. The scales of salary apply to teachers who are employed in full-time service exclusively in that capacity in schools maintained by local education authorities as county, controlled, aided, special agreement or special schools.

2. Remuneration for residential duties by emoluments or otherwise is a matter for determination apart from the provisions of these scales.

3. Special provisions relating to the assessment of the salaries of teachers who build up full-time teaching service by combining service in Primary and Secondary Schools and in Establishments for Further Education and recommendations relating to the remuneration of teachers who are appointed on a day-to-day or other short notice basis are embodied in Appendix I.

4. As there is no formal representation on the Committee of schools other than those maintained by local education authorities, the scales do not directly apply to such other schools. The Committee anticipate, however, that the findings herein contained will receive the serious consideration of those controlling such other schools.

SECTION A (1)

EQUAL PAY INCREMENT

1. In the case of a woman, to the salary as otherwise determined under the provisions of this Report, there shall be an addition (to be known as the Equal Pay Increment) at the rate of the proportion specified in paragraph 2 following of the difference between the said salary and the salary for a man with equivalent qualifications, training and service, employed in a similar capacity.

2. The relevant proportion for the period set out in column (i) below shall be the proportion specified in column (ii):

(i)		(ii)
<i>Period</i>		<i>Equal Pay Increment</i>
<i>From</i>	<i>To</i>	
1st October, 1959, to 31st March, 1960..	..	Five-Sevenths
1st April, 1960, to 31st March, 1961	Six-Sevenths

3. From 1st April, 1961, the salaries prescribed for men shall apply equally to women.

SECTION B

SCALES FOR QUALIFIED ASSISTANT TEACHERS

1. A Qualified Teacher is a teacher who possesses qualifications approved by the Minister for the purposes of regulation 16 (2) of the Schools Regulations, 1959, or the corresponding regulation in force from time to time.

2. The scales for Qualified Assistant Teachers shall be as follows:

For Men	..	Minimum £520 per annum rising by annual increments of £27 10s. and one final increment of £40 to a maximum of £1,000 per annum.
For Women	..	Minimum £468 per annum rising by annual increments of £22 and one final increment of £24 to a maximum of £800 per annum.

3. The types of teaching service and/or other experience which are recognised for increments on the scales, and the method of determining the correct position of a teacher upon the scales, are indicated in Appendices II and III, and illustrated by examples in Appendix X, where the scales are set out in full.

SECTION C

ADDITIONS TO THE SCALES FOR QUALIFIED TEACHERS

1. The additions referred to in this Section are payable to Qualified Teachers employed in Primary and Secondary Schools including Special Schools except where otherwise stated.

2. *Additions for Training*

For teachers who satisfy the conditions laid down in Appendix IV, additions up to a maximum of four increments, each of £30 in the case of men and of £24 in the case of women, are payable in addition to the minimum and maximum of the appropriate scale.

3. *Additions for Graduates*

(a) The minimum and maximum of the appropriate scale shall be increased (or in the case of teachers qualifying for the additions under the preceding paragraph shall be further increased) by £90 in the case of men and £72 in the case of women for teachers who

- (i) hold any of the qualifications set out in Part B of Appendix V, or
- (ii) under the provisions of the Burnham Primary and Secondary Schools Reports, 1945 to 1956, were entitled to and received the addition for graduates.

(b) Subject to the provisions of sub-paragraph 3 (c) below, the addition under paragraph 2 and sub-paragraph 3 (a) above shall be further increased by a Good Honours degree addition of £75 in the case of men and £60 in the case of women

- (i) where the teacher holds a First Class Honours degree or a Second Class Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland, or a higher degree of such a University obtained by examination or as a result of research work or post-graduate achievement, as defined in Part C of Appendix V, or
- (ii) where the teacher holds an unclassified Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland, which the Local Education Authority is satisfied should be regarded as a Good Honours degree.

(c) A teacher who, on 30th September, 1959, was in receipt of an allowance awarded under Section 4 (a) of the 1920 Secondary Report or Section 4 (3) (a) of the 1921 Technical Report of the Burnham Committee (see Appendix IX) shall, so long as he/she remains on the staff of the school, continue to receive an allowance over and above the scale salary at a rate not less than that which the teacher was entitled to receive on 30th September, 1959, under paragraph 3 (c) of Section C of the Burnham Primary and Secondary Schools Report, 1956 (see Appendix IX), provided that such an allowance shall not be held concurrently with a Good Honours degree addition under sub-paragraph 3 (b) above.

4. Additions to the Minimum of the Scale in respect of Experience gained prior to the date on which a Teacher is deemed to have obtained the qualifications by virtue of which he/she is approved as a Qualified Teacher

Subject to the limitations and conditions set out in Appendix VI, the following additions to the minimum of the scale of salary shall be paid irrespective of any other additions to which the teacher may be entitled under any other provisions of Section C.

(a) For teachers who have obtained, by virtue of long service, the status of Qualified Teacher under paragraph 10 (viii) of the Ministry's Circular 30 or corresponding paragraphs of Circulars 173, 284 and 6/59 and who have, at the date of qualification for that status, previous teaching service or other gainful employment after attaining the age of 18 years amounting to 23 years or more, there shall be added to the minimum of the appropriate scale a sum of £27 10s. in the case of men and of £22 in the case of women in respect of each period of three years in excess of 20 years.

(b) For teachers (other than cases of the particular types defined in the paragraphs 4 (a) above and 4 (c) below) who, either before or during the operation of these scales, obtain the qualifications by virtue of which they are approved as Qualified Teachers, and who at the date of qualification were more than 21 years of age, an addition to the minimum of the scale shall be made as follows:

In respect of each period of three years' experience gained after the age of 18 years in teaching, industrial, professional, clerical, social or other gainful employment, a sum of £27 10s. in the case of men and of £22 in the case of women:

Provided, however, that where part of such experience (other than teaching) gained after the age of 21 years is deemed by the Local Education Authority to be of special value to the teacher in the performance of his/her particular duties, the Authority may allow one such addition in respect of each year of experience which they approve for the purpose.

The service or experience to be taken into account in assessing the appropriate addition in any particular case under the conditions of this paragraph shall not include any period of teaching or other experience which is regarded by the Ministry as part of the qualification for the status of Qualified Teacher, provided, however, that such periods which have been so taken into account under the provisions of the Burnham Primary and Secondary Schools Report, 1948, shall continue to be recognised under the provisions of this Report.

(c) For teachers who obtained the status of Qualified Teacher after satisfactorily completing a course of "Special Training" under the provisions of regulation 6 of Grant Regulations No. 7B, 1947, the conditions laid down

in paragraph 4 (b) above are applicable, except that the period of teaching service between the date of application for admission to the course of Special Training and the date of entry upon the course shall be reckoned on the following basis:

Where such period is less than one year, it shall be aggregated with previous service and reckoned under paragraph 4 (b) above.

Where such period is one year or more, the addition shall be as follows:

- | | | |
|-------------------------------|----|---|
| 1 year but less than 3 years | .. | £27 10s. in the case of a man and £22 in the case of a woman. |
| 3 years but less than 5 years | .. | £55 in the case of a man and £44 in the case of a woman. |

5. Additions applicable to Teachers of Special Classes in schools other than Special Schools

(a) Assistant teachers in schools maintained by local education authorities and conducted under the Schools Regulations, 1959 (or the corresponding Regulations in force from time to time), who are engaged full-time in taking charge of special classes consisting wholly of children who are partially deaf or partially sighted shall receive, over and above any additions to the scale provided for in paragraphs 2, 3 and 4 of Section C above, the addition referred to in paragraph 6 (a) below and, where the conditions of paragraph 6 (b) are satisfied, the further addition provided by that paragraph.

(b) Assistant teachers in such schools, who are engaged full-time in taking charge of special classes consisting wholly or mainly of educationally sub-normal and/or maladjusted children may, in the discretion of the Local Education Authority, receive, over and above any additions to the scale provided for in paragraphs 2, 3 and 4 of Section C above, the addition referred to in paragraph 6 (a) below.

6. Additions applicable to Teachers employed in Special Schools

(a) For teachers employed in Special Schools, the minimum and the maximum of the appropriate scale shall be increased (or in the case of teachers qualifying for other additions provided by Section C shall be further increased) by £60 in the case of men and £48 in the case of women.

(b) For teachers employed in Special Schools who hold a special qualification for the teaching of the blind or the deaf which is required by the Regulations and is approved by the Minister for that purpose, and so long as they are engaged in teaching blind, deaf or partially deaf children, the minimum and the maximum of the scale shall be increased (or in the case of teachers qualifying for other additions provided by Section C shall be further increased) by £50 in the case of men and £40 in the case of women.

Note: Qualifications obtained as a result of the following examinations satisfy this condition:

(1) The examination for the School Teachers Diploma of the College of Teachers of the Blind.

(2) The Final Examination of the One-Year Course of Training for Teachers of the Blind conducted by the Department of Education at Birmingham University.

(3) The examination for the Teachers Diploma of the National College of Teachers of the Deaf (formerly the Diploma of the Joint Examinations Board for Teachers of the Deaf).

(4) The Final Examination of the One-Year Course of Training for Teachers of the Deaf conducted by the Department of Education of the Deaf at Manchester University.

SECTION D

SCALES FOR UNQUALIFIED ASSISTANT TEACHERS AND SUPPLEMENTARY TEACHERS

1. An Unqualified Teacher or a Supplementary Teacher is a teacher whose employment is allowed under regulation 16 (3) (a) of the Schools Regulations, 1959, or the corresponding regulation in force from time to time.

2. The scales for Unqualified Assistant Teachers and Supplementary Teachers shall be as follows:

For Men .. Minimum £350 per annum rising by annual increments of £20 and one final increment of £10 to a maximum of £520 per annum.

For Women .. Minimum £300 per annum rising by annual increments of £16 and one final increment of £8 to a maximum of £468 per annum.

3. Where the Local Education Authority considers that in any particular case the salary applicable is not adequate having regard to the qualifications and experience of the teacher for specialised forms of teaching, an allowance may be paid to secure such higher rate as the Authority deems appropriate.

4. The types of teaching service and/or other experience which are recognised for increments on the scales, and the method of determining the correct position of a teacher upon the scales are indicated in Appendices II and III.

SECTION E

ADDITIONS TO THE SCALES FOR UNQUALIFIED AND SUPPLEMENTARY TEACHERS

1. The additions which are provided for Qualified Teachers under conditions as laid down in paragraphs 5 and 6 (a) of Section C apply equally to Unqualified and Supplementary Teachers who are employed in similar circumstances, except that the amounts of the additions to the scale under each of the paragraphs referred to shall be £44 in the case of men and £35 in the case of women.

2. The additions which are provided for Qualified Teachers under conditions as laid down in paragraph 6 (b) of Section C apply equally to Unqualified and Supplementary Teachers who are employed in similar circumstances, except that the amounts of the additions to the scale under the paragraph referred to shall be £38 in the case of men and £30 in the case of women. These amounts are payable in addition to those for which a teacher may qualify under the provisions of paragraph 1 of this Section.

3. For Unqualified Teachers who have had previous experience as Supplementary Teachers there shall be added to the minimum of the appropriate scale a sum of £20 in the case of men and of £16 in the case of women in respect of each period of 3 years of such experience gained after the age of 18 years.

Note: The conditions laid down in paragraph 1 of Appendix VI apply in making an assessment of the addition under this provision.

SECTION F

SCALES FOR TEMPORARY TEACHERS AND OCCASIONAL TEACHERS

1. A Temporary Teacher is a teacher whose employment as such is approved under regulation 17 (1) of the Schools Regulations, 1959, or the corresponding regulation in force from time to time.

An Occasional Teacher is a teacher whose employment as such is allowed under regulation 18 of the Schools Regulations, 1959, or the corresponding regulation in force from time to time.

2. The scales for Temporary Assistant and Occasional Teachers shall be as follows:

For Men .. Minimum £350 per annum rising by annual increments of £20 to a maximum of £430 per annum.

For Women .. Minimum £300 per annum rising by annual increments of £16 to a maximum of £364 per annum.

3. Where the Local Education Authority considers that in any particular case the salary applicable is not adequate having regard to the qualifications and experience of the teacher for specialised forms of teaching, an allowance may be paid to secure such higher rate as the Authority deems appropriate.

4. The types of teaching service and/or other experience which are recognised for increments on the scales and the method of determining the correct position of a teacher upon the scales are indicated in Appendices II and III.

SECTION G

ADDITIONS TO THE SCALES FOR TEMPORARY AND OCCASIONAL TEACHERS

1. The additions which are provided for Qualified Teachers under conditions as laid down in paragraphs 5 and 6 (a) of Section C apply equally to Temporary and Occasional Teachers who are employed in similar circumstances, except that the amounts of the additions to the scale under each of the paragraphs referred to shall be £44 in the case of men and £35 in the case of women.

2. The additions which are provided for Qualified Teachers under conditions as laid down in paragraph 6 (b) of Section C apply equally to Temporary and Occasional Teachers who are employed in similar circumstances, except that the amounts of the additions to the scale under the paragraph referred to shall be £38 in the case of men and £30 in the case of women. These amounts are payable in addition to those for which a teacher may qualify under the provisions of paragraph 1 of this Section.

3. For Temporary Teachers who have had previous experience as Supplementary Teachers there shall be added to the minimum of the appropriate scale a sum of £20 in the case of men and of £16 in the case of women in respect of each period of 3 years of such experience gained after the age of 18 years.

Note: The conditions laid down in paragraph 1 of Appendix VI apply in making an assessment of the addition under this provision.

SECTION H

SALARIES OF QUALIFIED HEAD TEACHERS

1. Qualified Head Teachers shall receive the salaries payable to them as Qualified Teachers under the conditions of Sections B and C, together with a Head Teacher Allowance. A Superintendent Teacher of a Nursery School is classed as a Head Teacher for salary purposes.

2. The amount of the Head Teacher Allowance shall be assessed according to the Group of the particular school or department, the Group being based on the review average or unit total of the school or department calculated in accordance with the provisions of Appendix VII.

3. The amounts of the Head Teacher Allowances shall be as follows:

(a) Primary and Secondary Schools other than Special Schools

Group	O	I	II	III	IV	V	VI
Review Average or Unit Total	1-40	41-100	101-200	201-300	301-400	401-500	501-600
	£	£	£	£	£	£	£
Men	150	195	250	305	355	405	455
Women	145	190	240	290	335	380	425

Group	VII	VIII	IX	X	XI	XII	XIII
Review Average or Unit Total	601-700	701-800	801-900	901-1,000	1,001-1,100	1,101-1,200	1,201-1,300
	£	£	£	£	£	£	£
Men	500	545	590	635	685	735	785
Women	465	505	545	585	625	665	705

Group	XIV	XV	XVI	XVII	XVIII	XIX	XX
Review Average or Unit Total	1,301-1,400	1,401-1,600	1,601-1,800	1,801-2,000	2,001-2,200	2,201-2,400	2,401-2,700
	£	£	£	£	£	£	£
Men	835	885	935	985	1,035	1,085	1,135
Women	745	790	835	880	925	970	1,015

Group	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
Review Average or Unit Total	2,701-3,000	3,001-3,300	3,301-3,700	3,701-4,100	4,101-4,600	4,601-5,100	5,101-or over
	£	£	£	£	£	£	£
Men	1,185	1,235	1,285	1,335	1,385	1,435	1,485
Women	1,060	1,105	1,150	1,195	1,240	1,285	1,330

(b) Special Schools

Group	I(S)	II(S)	III(S)	IV(S)	V(S)	VI(S)	VII(S)	VIII(S)
Review Average or Unit Total (£)	60 or less	61-180	181-360	361-540	541-780	781-1,020	1,021-1,260	1,261-1,500
	£	£	£	£	£	£	£	£
Men	190	250	310	370	430	490	545	600
Women	185	240	295	350	405	460	510	560

In a case where the Unit Total (£) of a Special School exceeds 1,500 the Local Education Authority shall determine a Head Teacher Allowance, appropriately related to the allowance for Group VIII (£).

4. Where the Local Education Authority considers that in the special circumstances of a particular case of a head teacher the allowance prescribed in paragraph 3 above is not adequate having regard to the duties and responsibilities involved, the Authority may pay such higher allowance as it deems appropriate.

5. Where a review under the arrangements referred to in (a) or (b) below has resulted in a school or department being placed in a lower group, the existing Head Teacher shall receive the Head Teacher Allowance for the group immediately above that lower group for such period as the school or department remains in that lower group:

(a) A review under paragraph 1 of Part B of Appendix VII.

(b) Where expressly provided in paragraph 2 of Part B of Appendix VII, a review under the arrangements for newly-opened and reorganised schools or departments.

6. An allowance may, in the discretion of the Authority, be paid to mitigate or prevent hardship to a head teacher whose post is lost, or whose salary is diminished as a result of the reorganisation or closure of a school or department, or where the Authority is satisfied that there are other good reasons for such allowance.

7. (a) In Schools where there is no deputy head teacher an allowance may be paid to an assistant teacher who takes charge of a school in the absence of the regular Head Teacher or pending the appointment of a new head teacher. Such allowance is payable only during the period when the assistant takes charge of the school and shall be subject to such maximum limits as will ensure that the total rate of remuneration is not in excess of that which would be payable to the teacher if appointed as head teacher of the particular school.

An allowance to a head teacher may similarly be paid when he/she temporarily fills the Head Teacher post of a school for which the Head Teacher Allowance is higher than that payable to him/her immediately prior to transfer.

(b) A local education authority may fill temporarily vacant head teacher posts in Primary and Secondary Schools other than Special Schools by retaining on its permanent "supply staff" one or more teachers paid at the rates applicable to head teachers of schools or departments in Groups O, I or II.

SECTION J

SALARIES OF UNQUALIFIED HEAD TEACHERS

1. Unqualified Head Teachers of Primary and Secondary Schools other than Special Schools are those whose employment is approved under regulation 16 (3) (b) of the Schools Regulations, 1959, or the corresponding regulation in force from time to time. A Superintendent of a Nursery School is classed as a Head Teacher for salary purposes.

2. Unqualified Head Teachers shall receive the salaries payable to them as unqualified teachers under Sections D and E, together with a Head Teacher Allowance of £150 in the case of men and £145 in the case of women Head Teachers of Primary and Secondary Schools other than Special Schools and £190 in the case of men and £185 in the case of women Head Teachers of Special Schools.

SECTION K

ALLOWANCES FOR DEPUTY HEAD TEACHERS

1. The Local Education Authority shall for the purposes of this Report establish a post of Deputy Head Teacher in a school or department in Group III or Group III(S) or higher Group.

2. Deputy Head Teachers shall receive the salaries payable to them as Qualified Teachers under the conditions of Sections B and C, together with a Deputy Head Teacher Allowance.

3. The amount of the Deputy Head Teacher Allowance shall be assessed according to the Group of the particular school or department, the Group being based on the review average or unit total of the school or department, calculated in accordance with the provisions of Appendix VII.

4. The amounts of the Deputy Head Teacher Allowances shall be as follows:

(a) Primary and Secondary Schools other than Special Schools

Group	III	IV	V	VI	VII	VIII	IX	X	XI
Review Average or Unit Total	201-300	301-400	401-500	501-600	601-700	701-800	801-900	901-1,000	1,001-1,100
Men	£ 100	£ 120	£ 140	£ 160	£ 180	£ 205	£ 230	£ 255	£ 280
Women	80	96	112	128	144	164	184	204	224

Group	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX
Review Average or Unit Total	1,101-1,200	1,201-1,300	1,301-1,400	1,401-1,600	1,601-1,800	1,801-2,000	2,001-2,200	2,201-2,400
Men	£ 305	£ 330	£ 355	£ 380	£ 405	£ 430	£ 450	£ 470
Women	244	264	284	304	324	344	360	376

Group	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
Review Average or Unit Total	2,401-2,700	2,701-3,000	3,001-3,300	3,301-3,700	3,701-4,100	4,101-4,600	4,601-5,100	5,101-or over
Men	£ 490	£ 515	£ 540	£ 565	£ 590	£ 615	£ 640	£ 665
Women	392	412	432	452	472	492	512	532

(b) Special Schools

Group	III(S)	IV(S)	V(S)	VI(S)	VII(S)	VIII(S)
Review Average or Unit Total (\$)	181-360	361-540	541-780	781-1,020	1,021-1,260	1,261-1,500
	£	£	£	£	£	£
Men	100	125	150	175	200	225
Women	80	100	120	140	160	180

5. (a) The Local Education Authority may, in its discretion, establish a Deputy Head Teacher post in a school or department in a group below Group III or Group III(S), in which case the Deputy Head Teacher Allowance shall be £90 per annum for men and £72 per annum for women.

(b) Where the Unit Total (\$) of a Special School exceeds 1,500 the Local Education Authority shall determine a Deputy Head Teacher Allowance, appropriately related to the allowance for Group VIII(S).

(c) In cases where the regular head teacher is absent for a prolonged period, or the appointment of a new head teacher is delayed, the Authority may increase the Deputy Head Teacher Allowance by such an amount as it deems appropriate, provided that the total rate of remuneration is not in excess of that which would be payable to the Deputy Head Teacher if appointed as head teacher of the particular school.

(d) The Local Education Authority may appoint a Head of Department as Deputy Head Teacher. In such a case an allowance as Deputy Head Teacher only shall be payable but such allowance shall be not less than £90 for men or £72 for women above the allowance which would be payable for the Head of Department post under the provisions of Section L of this Report.

(e) Where the Local Education Authority considers that in the special circumstances of a particular case of a Deputy Head Teacher appointed under the provisions of paragraph 1 above the allowance prescribed in paragraph 4 above is not adequate having regard to the duties and responsibilities involved, the Authority may, subject to the provisions of sub-paragraphs 5 (c) and 5 (d) above, pay such higher allowance as it deems appropriate.

6. In the case of a woman who is a Deputy Head Teacher, the Local Education Authority may, in its discretion, increase the Deputy Head Teacher Allowance by an amount not exceeding the difference between the rate applicable to a woman and the rate applicable to a man for the post of Deputy Head Teacher of that particular school or department.

7. Where a review under the arrangements referred to in (a) or (b) below has resulted in a school or department being placed in a lower group, the existing Deputy Head Teacher shall receive the Deputy Head Teacher Allowance for the group immediately above that lower group for such period as the school or department remains in that lower group:

(a) A review under paragraph 1 of Part B of Appendix VII.

(b) Where expressly provided in paragraph 2 of Part B of Appendix VII, a review under the arrangements for newly-opened and reorganised schools or departments.

8. An allowance under the provisions of this Section shall not be held concurrently with an allowance under the provisions of Section L or an additional payment under the provisions of Section M.

SECTION L

ALLOWANCES FOR HEADS OF DEPARTMENTS

1. In secondary schools in which advanced work is undertaken, i.e. work above the "O" level of the General Certificate of Education leading to the "A" level, the Local Education Authority shall for the purposes of this Report establish posts of Head of Department of such number as the Authority may determine.

In other secondary schools, the Local Education Authority may establish posts of Head of Department of such number as the Authority may determine.

2. Heads of Departments shall receive the salaries payable to them as Qualified Teachers under the conditions of Sections B and C together with a Head of Department Allowance in one of the following grades:

Grade				A	B	C	D
				£	£	£	£
Men	..	..	..	150	240	330	420
Women	..	..	..	120	192	264	336

The appropriate grading for this purpose shall be decided by the Local Education Authority having regard to the guidance afforded in Appendix VIII.

3. In Special Schools in which there is a substantial number of senior pupils the Local Education Authority may establish posts of Head of Department Grade A of such number as the Authority deems appropriate.

4. In the case of a woman who is a Head of Department the Local Education Authority may in its discretion increase the Head of Department Allowance by an amount not exceeding the difference between the rate applicable to a woman and the rate applicable to a man who is a Head of Department of the same grade.

5. In cases where the review average on a triennial review under paragraph 4 of Part A of Appendix VII has resulted in the group of the school under paragraph 3 of Section H being significantly different from that previously obtaining, the grading of the Head of Department posts in the school should be reviewed by the Authority in accordance with the guidance afforded in Appendix VIII.

6. An allowance under the provisions of this Section shall not be held concurrently with an allowance under Section K or an additional payment under Section M or Section N.

SECTION M

ADDITIONAL PAYMENTS FOR TEACHERS HOLDING GRADED POSTS

1. Subject to the provisions of paragraph 2 of Section N, the Local Education Authority shall for the purposes of this Report establish graded posts for teachers undertaking special responsibility, special work of an advanced character, or for other reasons which in the opinion of the Authority justify such posts.

2. Teachers holding graded posts shall receive the salaries otherwise payable under this Report, together with the additional payments prescribed below:

	Scale I	Scale II	Scale III
	£	£	£
Men	90	150	210
Women	72	120	168

3. According to the group of the school or department based on the review average or unit total calculated in accordance with the provisions of Appendix VII, there shall be a "score" representing the total number of points for that school or department for graded posts. The Authority shall determine the number and grading of such posts in accordance with such "score", each post on Scale I shall count one point, each post on Scale II shall count two points, and each post on Scale III shall count three points. The "score" for the purpose of this provision shall be as follows:

(a) Primary and Secondary Schools other than Special Schools

Group	IV	V	VI	VII	VIII	IX	X	XI
Review Average or Unit Total	301-400	401-500	501-600	601-700	701-800	801-900	901-1,000	1,001-1,100
Score	1	2	3	4	5	6	7	8

Group	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX
Review Average or Unit Total	1,101-1,200	1,201-1,300	1,301-1,400	1,401-1,600	1,601-1,800	1,801-2,000	2,001-2,200	2,201-2,400
Score	9	10	11	13	15	17	19	21

Group	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
Review Average or Unit Total	2,401-2,700	2,701-3,000	3,001-3,300	3,301-3,700	3,701-4,100	4,101-4,600	4,601-5,100	5,101 or over
Score	24	27	30	34	38	43	48	53

(b) Special Schools

Group	IV(S)	V(S)	VI(S)	VII(S)	VIII(S)
Review Average or Unit Total (S)	361-540	541-780	781-1,020	1,021-1,260	1,261-1,500
Score	1	2	4	6	8

4. (a) The Local Education Authority may, in its discretion, establish a graded post on Scale I in a school or department in Group III (Unit Total 201-300) or Group III(S) (Unit Total (S) 181-360).

(b) Where the Unit Total (S) of a special school exceeds 360 the Local Education Authority may, in its discretion, establish a graded post on Scale I additional to the posts established under the provisions of paragraph 3 above.

5. In the case of a woman holding a graded post the Authority may, in its discretion, increase the additional payment by an amount not exceeding the difference between the rate applicable to a woman and the rate applicable to a man holding a graded post on the same scale.

6. Where a review under the arrangements referred to in (a) or (b) below has resulted in a school or department being placed in a lower group, with a consequential reduction in the "score" representing the total number of points for that school or department for graded posts, an existing teacher in receipt of an additional payment for such a post shall continue to receive that payment while he/she remains on the staff of the school or department but no further appointments shall be made to graded posts in the school or department until the "score" permits:

(a) A review under paragraph 1 of Part C of Appendix VII.

(b) Where expressly provided in paragraph 2 of Part C of Appendix VII, a review under the arrangements for newly-opened and reorganised schools or departments.

7. An additional payment under the provisions of this Section shall not be held concurrently with an additional payment under Section N.

SECTION N

MISCELLANEOUS PROVISIONS RELATING TO ALLOWANCES FOR DEPUTY HEAD TEACHERS AND FOR HEADS OF DEPARTMENTS, AND TO ADDITIONAL PAYMENTS FOR GRADED POSTS

1. *Second Master or Second Mistress in a Mixed School*

In a mixed school in Group XI or above, the Local Education Authority may designate a teacher of the opposite sex to that of the deputy head teacher as second master or second mistress, as the case may be. The teacher so designated shall receive an additional payment the amount of which shall be determined by the Authority and appropriately related to the Deputy Head Teacher Allowance for the school.

If a new deputy head teacher of the same sex as the teacher who has been designated second master or second mistress is appointed to the school or the department, the existing second master or second mistress may continue to be so designated and receive the appropriate additional payment while he/she remains in the post but no other teacher may be designated second master or second mistress while that payment is being made.

A post of second master or second mistress under this provision shall not be counted against the "score" prescribed in paragraph 3 of Section M for graded posts in the school.

An additional payment under this provision shall not be held concurrently with an allowance under Section L or Section M.

2. *Secondary Technical Schools attached to Establishments for Further Education*

Where a Secondary Technical School is attached to an Establishment for Further Education and a substantial proportion of the teaching staff build up full-time teaching service by combining service in the Secondary Technical School and in the Establishment for Further Education, the Local Education Authority may, in its discretion, vary the provisions of paragraph 3 of Section M to meet the needs of the particular school having regard to the guidance afforded in this matter in Appendix VIII.

3. *Unattached Teachers*

Where the Local Education Authority considers that the duties and responsibilities of an unattached teacher, i.e. a teacher who is not attached to the staff of any particular school, should be regarded as equivalent to those of a Head of Department or of a teacher in a graded post, an allowance corresponding to a Head of Department Allowance under paragraph 2 of Section L or a payment corresponding to an additional payment under paragraph 2 of Section M may be granted in the discretion of the Authority.

4. *Temporary Allowances*

Where a teacher holding a post of Deputy Head Teacher, Head of Department, second master or second mistress in a mixed school, or a graded post, is absent for a prolonged period, a temporary (acting) allowance may be granted, in the discretion of the Local Education Authority, to the teacher who undertakes the duties of the post during such absence, provided that the rate of such allowance is not in excess of the allowance or additional payment which would be payable to the teacher if appointed to the post.

SECTION O

ALLOWANCES TO MITIGATE OR PREVENT HARDSHIP TO A TEACHER WHOSE POST IS LOST OR WHOSE SALARY IS DIMINISHED AS A RESULT OF THE REORGANISATION OR CLOSURE OF A SCHOOL

The Local Education Authority may, in its discretion, pay an allowance to mitigate or prevent hardship to a teacher whose post is lost or whose salary is diminished as a result of the reorganisation or closure of a school.

SECTION P

GENERAL OPERATION OF THE SCALES

The provisions of Sections H, K, L and M shall not be used in such a manner as would effect a general alteration of the operation of the salary scales.

SECTION Q

ADDITIONAL PAYMENTS FOR TEACHERS IN THE "LONDON AREA"

1. There shall be additional payments for teachers serving in the "London Area" as defined in paragraph 3 of this Section. Such payment shall be at the rate of £38 per annum, provided that, as from the date on which the teacher has completed 16 years of full-time service in the "London Area" or elsewhere or has attained the age of 37 years, whichever is the earlier, the rate shall be raised to £51 per annum.

2. Teachers serving in schools situated outside the "London Area" are not entitled to receive the additional payments, except that teachers normally serving in the "London Area", but temporarily employed by a "London Area" authority elsewhere, are so entitled.

3. The following areas shall be deemed to constitute the "London Area":
- (A) The City of London.
 - (B) The areas comprised in the Metropolitan Police District as defined in the Police Act, 1946, which includes the following:
 - (a) The County of London, excluding the City of London.
 - (b) The County of Middlesex.
 - (c) In the County of Surrey:
 - (i) The County Borough of Croydon.
 - (ii) The Borough of Barnes.
 - (iii) The Borough of Beddington and Wallington.
 - (iv) The Borough of Epsom and Ewell.
 - (v) The Borough of Kingston.
 - (vi) The Borough of Malden and Coombe.
 - (vii) The Borough of Mitcham.
 - (viii) The Borough of Richmond.
 - (ix) The Borough of Surbiton.
 - (x) The Borough of Sutton and Cheam.
 - (xi) The Borough of Wimbledon.
 - (xii) The Urban District of Banstead.
 - (xiii) The Urban District of Carshalton.
 - (xiv) The Urban District of Coulsdon and Purley.
 - (xv) The Urban District of Esher.
 - (xvi) The Urban District of Merton and Morden.
 - (d) In the County of Essex:
 - (i) The County Borough of East Ham.
 - (ii) The County Borough of West Ham.
 - (iii) The Borough of Barking.
 - (iv) The Borough of Chingford.
 - (v) The Borough of Dagenham.
 - (vi) The Borough of Ilford.
 - (vii) The Borough of Leyton.
 - (viii) The Borough of Walthamstow.
 - (ix) The Borough of Wanstead and Woodford.
 - (x) The Urban District of Chigwell.
 - (xi) The Urban District of Waltham Holy Cross.
 - (e) In the County of Kent:
 - (i) The Borough of Beckenham.
 - (ii) The Borough of Bexley.
 - (iii) The Borough of Bromley.
 - (iv) The Borough of Erith.
 - (v) The Urban District of Chislehurst and Sidcup.
 - (vi) The Urban District of Crayford.
 - (vii) The Urban District of Orpington.
 - (viii) The Urban District of Penge.
 - (f) In the County of Hertfordshire:
 - (i) The Urban District of Barnet.
 - (ii) The Urban District of Bushey.
 - (iii) The Urban District of Cheshunt.
 - (iv) The Urban District of East Barnet.
 - (v) The Rural District of Elstree.
 - (vi) The Parish of Northaw in the Rural District of Hatfield.
 - (vii) The Parish of Aldenham in the Rural District of Watford.

SECTION R

WITHHOLDING OF INCREMENTS

No increment shall be withheld in respect of any year unless the service for that year has been declared unsatisfactory by the Local Education Authority. The withholding of an increment under this Section shall be limited in its effect on the salary payable for the one year during which the increment is withheld, unless the Local Education Authority otherwise expressly determines.

SECTION S

SALARIES OF "EXISTING TEACHERS"

Except where expressly provided elsewhere in the conditions of the salary scales, no teacher in service on 30th September, 1959, shall receive, by reason of the operation of these scales, a smaller rate of salary than he/she would have been eligible to receive if the Burnham Report in force at that date had continued in operation.

SECTION T

DURATION OF THE SCALES

These scales come into force on 1st October, 1959, and shall continue in operation until 31st March, 1962, and thereafter from year to year unless either Panel shall give to the other Panel not less than one year's notice in writing to terminate the operation of the scales on 31st March in any year.

SECTION U

COMMITTEE OF REFERENCE

There shall be appointed a Joint Committee of Reference, consisting of 10 members nominated by the representatives of local education authorities on the Burnham Committee, and 10 members nominated by the representatives of the Teachers, and the Honorary Secretaries ex officio; and any question relating to the interpretation of the provisions of this Report brought forward by a local education authority acting through the Authorities' Panel or by any association of teachers acting through the Teachers' Panel or by consent of the Chairman of the Burnham Committee shall be considered and determined by the Joint Committee.

APPENDIX I

1. Assessment of the salaries of teachers who build up full-time teaching service by combining service in Primary and Secondary Schools and in Establishments for Further Education which are covered by the scales for full-time teachers in such Establishments.

(Reference Section A)

Where full-time service of each type would be remunerated at different rates the salary shall be computed as follows:

teachers who devote one-half or more of their time to the more highly paid service shall be paid at the higher rate for all work;

in other cases payment shall be made at the lower rate for all work.

2. Teachers who are appointed on a day-to-day or other short notice basis.

(Reference Section A)

The Committee recommend to local education authorities:

- (a) that such teachers should be remunerated according to their qualifications and experience at a daily or weekly rate calculated by reference to the number of days or weeks during which the school is open in the year; e.g., where a school is open for 200 days during 40 weeks:

Daily rate: $1/200$ th of annual rate.

Weekly rate: $1/40$ th of annual rate.

- (b) that a teacher paid on this basis and employed continuously throughout the year by the same Local Education Authority should not receive a total salary in excess of or less than the salary payable in accordance with the prescribed scale in respect of the year's service.
- (c) that a teacher who is employed continuously for a term or more should not be paid on a short notice basis.

APPENDIX II

Part A

Method of computing the number of increments in respect of service in the current capacity in determining the salary applicable to a teacher on the appropriate salary scale.

(References Sections B, D and F)

1. The conditions in this Appendix and those in respect of war service in Appendix III relate to teaching service or other service or experience (which is accepted as equivalent to teaching service) in respect of which increments are payable to a teacher on the salary scale applicable in his/her current capacity. Increments accrue on completion of years of service which are so recognised.

2. The provisions of this Appendix have no application in determining the service or experience which is to be taken into account in assessing the addition to the minimum of the appropriate scales for Qualified, Unqualified and Temporary Teachers which is provided by paragraph 4 of Section C, paragraph 3 of Section E and paragraph 3 of Section G. Conditions which govern the assessment of such additions are set out in Appendix VI, but the over-riding limitation in paragraph 2 of that Appendix should be noted.

3. The scale upon which service, work or training and any period of disablement within the definition of paragraphs 11, 12, 13 and 14 of Part C of this Appendix shall be counted (as equivalent to teaching service subject to the conditions laid down) is the scale appropriate to the status of the teacher upon his/her subsequent entry or re-entry into teaching service; provided, however, that, if the teacher should at some later date obtain the status of Qualified Teacher, all such service, work or training or period of disablement shall thereafter be counted for increments on the scale for Qualified Teachers.

4. The Committee recommend local education authorities to adopt 1st April as a uniform incremental date. In adjusting salaries the general principle which applies is that teachers who remain continuously in service throughout a year beginning on 1st April shall receive the same salary in respect of that year as if increments were given on individual incremental dates on completing an integral number of years of service. In reckoning service for this purpose the number of odd days should be ignored or counted as one month according as it is, or is not, less than 15, i.e., the date of completion of a year's service should be taken as the first of the month which is nearest to the actual date.

In conformity with this general principle, the rule for the calculation of salary in the case of migrants and of teachers discontinuing service and resuming it in the same area is that teachers of the same qualifications and the same amount of service at any particular time who are employed by the same Local Education Authority in similar conditions should have the same rate of salary. This rate is, therefore, determined by considering what salary an existing teacher would be receiving who had been continuously employed in the area and had the same service as the migrant at the date of appointment. An exception to this rule is made in a case where the salary of a teacher has been assessed for a year beginning on 1st April and he/she has subsequently a break in service during that year. Provided the teacher resumes service after the break under the same Authority and in the same status the rate as so assessed is retained for the remainder of the year.

5. Aggregation for increment purposes of periods of service of less than one year shall be in accordance with the following arrangements:

- (a) The complete calendar months shall be totalled.
- (b) The odd days at the beginning and end of all periods of service in respect of which increments on the scale are payable where the service included a complete calendar month, and all the days of service where it did not, shall be aggregated and the total thus ascertained divided by 30.
- (c) The quotient shall be taken as complete months to be added to (a) above, and the remainder shall count as one month, or shall not count, according as it is 15 days or over, or less than 15 days.
- (d) In the case of teachers paid at daily rates, service continuing on both sides of the week-end shall be regarded as including the week-end, but the school vacations shall not be included unless the teacher has a continuous engagement. Neither the incidence of a financial year beginning on 1st April, nor a change of employment is regarded as affecting the continuity of service which otherwise runs continuously.

6. Part-time teaching service. In calculating the salary of a teacher a proportionate increment may be given for previous part-time teaching service (e.g., one increment for two years' half-time teaching service) subject to the condition that, where part-time teaching was concurrent with other service or experience which can be counted for increment, not more than one increment on the appropriate scale shall, in the aggregate, be given in respect of a year of a teacher's life.

Part B

The recognition or non-recognition for increments on the appropriate salary scale of teaching service, and of other experience or employment for the purpose of assessing the correct position of a teacher on that scale.

Note: War Service is recognised for this purpose as equivalent to teaching service subject to the special conditions set out in Appendix III.

1. In determining the correct position of a teacher at any time on the appropriate scales as laid down in Section B, D and F, the following service shall be taken into account:

- (a) Service of the types and under the conditions laid down in Part C of this Appendix.
- (b) War Service within the limits and under the conditions laid down in Appendix III.

2. In the assessment of the correct position on 1st October, 1959, on the scales in this Report which come into operation on that date, service should, in conformity with the general principle referred to in paragraph 4 of Part A of this Appendix, be adjusted to 31st March, 1959, where a uniform incremental date of 1st April is in operation.

Part C

General Conditions

1. Subject to the provisions of paragraph 2 immediately following, no period shall rank both as a period in respect of which an increment for teaching or other service accrues and as a period recognised for the purposes of the addition to scale salary in respect of training as provided by paragraph 2 of Section C.

2. Where a teacher leaves teaching service to take a supplementary or other course of one academic year, approved by the Ministry for the purpose, the completion of which would entitle the teacher to a training increment under the conditions of Appendix IV, teaching service undertaken after the completion of the course but within a period of twelve months from the date of commencement of the course may, in the Authority's discretion, rank as a period in respect of which an increment for teaching accrues, notwithstanding the provisions of paragraph 1 above.

3. No period of service under the age of 18 years shall be recognised in any capacity under this Appendix.

4. The following are examples of service which is not teaching service for increments under the conditions of this Appendix but which may be dealt with by the Local Education Authority under the provisions of paragraph 9 of this Part of this Appendix:

- (a) Service as Private Tutor.
- (b) Service in Nursery Schools or Classes, War-time Nurseries, War-time Nursery Classes, Residential or Day Nurseries as Nursery Assistant or in a capacity other than that of teacher.
- (c) Foreign service (i.e., service outside the British Commonwealth) except as otherwise provided in this Appendix.
- (d) Period of leave of absence without pay except in so far as the teacher's occupation during such period is allowable under this Appendix or other provisions of the Scales.

Types of Service which are recognised for purposes of increments

5. Teaching service in the following classes of educational institutions which are grant-aided or recognised as efficient in England and Wales, and the corresponding institutions in Scotland, Northern Ireland, the Republic of Ireland, the Isle of Man, Guernsey and Jersey:

- Primary Schools;
- Public Elementary Schools;
- Certified Efficient Elementary Schools in England and Wales;
- Special Subjects Centres;
- Special Schools (both Day and Boarding) and Institutions certified under the Mental Deficiency Act, 1913 (including State Institutions established and maintained by the Board of Control);
- Nursery Schools and Classes; War-time Nurseries and Nursery Classes;
- Residential and Day Nurseries;
- Secondary Schools;
- Preparatory Schools;
- Pupil Teacher Centres;
- Universities, University Colleges, Training Colleges and Establishments for Further Education recognised by the Ministry of Education (or Board of Education), Junior Technical Schools, Commercial and Housewifery Schools, Junior Art Departments;
- Farm Institutes (and the teaching of agricultural and horticultural subjects on the staff of local education authorities);
- Public Assistance Schools (formerly called Poor Law Schools);
- Approved Schools (formerly called Reformatory and Industrial Schools); Remand Homes;
- Junior Instruction Centres;
- Ministry of Labour Training Centres;
- Schools of Nautical Training.

6. Service in a school or educational institution in England or Wales during a period prior to its recognition as efficient by the Ministry may be accepted if the Local Education Authority, after making full enquiries, so decides.

7. Teaching service of the following kinds:—

- (a) In other schools or institutions in the United Kingdom or elsewhere within the British Commonwealth, or the Republic of Ireland, which the Local Education Authority, after making full enquiries, is satisfied may properly be regarded as of equivalent standard to schools, etc., of any of the types defined in paragraph 5 above. (For this purpose Trust Territories under British administration are regarded as within the British Commonwealth).

- (b) Rendered overseas by teachers employed by local education authorities in England and Wales who proceed to the Overseas Dominions, States and Provinces, or to a foreign country under interchange arrangements approved by the Ministry.
- (c) In any school or educational establishment in a foreign country which is approved by the Ministry of Education as being (i) one maintained primarily for the education of the children of British Subjects, or (ii) one in which it is expedient to facilitate the employment of British teachers, or (iii) one which may be accepted as equivalent in standard to those defined in this Appendix.
- (d) (i) One or two years spent under the Ministry of Education Scheme (and corresponding Schemes under the Board of Education, the Scottish Education Department, and the Ministry of Education, Northern Ireland), in France in the capacity of Assistant (Assistante) or Répétiteur (Répétitrice), or as Junior Assistant, or the equivalent capacity in another foreign country; excluding any period which has been taken into account for purposes of an addition for training provided by paragraph 2 of Section C.
- (ii) A year spent in a foreign country under the Ministry of Education Scheme (or any corresponding arrangements made by the Scottish Education Department or the Ministry of Education, Northern Ireland) in the capacity of a Senior Assistant.
- (e) In Naval, Marine and Dockyard schools, and service as Instructor Officer or Schoolmaster R.N., or corresponding service in the Women's Royal Naval Service; in Royal Air Force Educational Institutions; in schools conducted by the Admiralty, War Office or Air Ministry for the education of children of members of H.M. Forces; in Institutions controlled by the Army Council in so far as service is in connection with the academic part of the instruction; in the Royal Army Educational Corps; as a non-commissioned officer education instructor, or full-time physical training instructor in the Women's Royal Army Corps; or as a commissioned officer in the Women's Royal Army Corps employed on educational or physical training duties; in the Royal Air Force as Education Officer or as Officer in the Physical Fitness Branch.
- (f) Service under the Central Committee for Adult Education in H.M. Forces.
- (g) Service as an Education Officer in the Colonial Education Service.
- (h) Other service approved by the Burnham Committee for the purpose.
8. Service which has been accepted by the Ministry as that of an Organiser under Section 14 of the Teachers (Superannuation) Act, 1925, or Section 2 of the Teachers (Superannuation) Act, 1945, or under any Scheme made by the Minister under Section 21 of the Teachers (Superannuation) Act, 1925, or service which has been approved by the Minister for the purposes of Section 12(1) of the Superannuation (Miscellaneous Provisions) Act, 1948.
9. Time spent in industry or commerce or in professional or research work after the age of 21 years, where likely to be of value to the teacher in the performance of his/her duties may be approved by the Local Education Authority in its discretion and, if so approved, shall be given incremental value up to a maximum of twelve increments. (See also paragraph 5 of Part A of Appendix V and paragraph 2 of Appendix VI).
10. Time spent by an emergency trained teacher on a special course of further training of one or two terms under the Emergency Training Scheme or a corresponding Scheme in Scotland or in Northern Ireland.
11. (a) National Service carried out under the provisions of the National Service Act, 1948, or any subsequent statute amending or replacing that Act for the time being in force in the United Kingdom or under any similar enactment relating to compulsory whole-time national service in force elsewhere within the British Commonwealth.
- (b) Work or training entered upon after 31st March, 1949, in pursuance of an order made or direction given under Part I of the National Service Act, 1948, as respects a conditionally registered conscientious objector.
12. Any period of whole-time service in Her Majesty's Naval, Military or Air Forces rendered after 31st March, 1949, by a person in pursuance of his or her obligations as a member of Her Majesty's Reserve or Auxiliary Forces, or the Women's Royal Naval Reserve, or in pursuance of a duty to return to such whole-time service after release therefrom.
13. Service rendered immediately after 31st March, 1949, provided that,
- (a) it followed a period in the same service, and
- (b) it is service which, under the provisions of Part II of the Schedule to the Superannuation (Miscellaneous Provisions) Act, 1948, the Minister considers may properly be treated in the same manner as service in the naval, military and air forces of the Crown.
14. A period of disablement, not exceeding three years, provided that satisfactory evidence is produced that the teacher was unable to undertake teaching duties, or to complete his preparation for the teaching profession, owing to disabilities contracted as a result of War Service as defined in Appendix III or of work, training or service as defined in paragraphs 11, 12 and 13 above.

APPENDIX III

War Service recognised for the purposes of increments as equivalent to teaching service

(References Sections B, D and F)

Part A

War Service in the period between 1939 and 1949

1. War service of the following kinds shall be reckoned as equivalent to teaching service:

- (a) Service in any of the naval, military and air forces of the Crown.
- (b) Service which the Minister considers may properly be treated for the purpose of the Teachers Superannuation (War Service) Act, 1939, and the Teachers (Superannuation) Act, 1945, in the same manner as service in those forces.

2. The scale upon which the war service shall be counted for increment shall be the scale appropriate to the status of the teacher when he/she enters upon or resumes employment as a full-time teacher after completion of his/her war service; provided, however, that, if the teacher obtains subsequently a qualification (other than under paragraph 10 (viii) of the Ministry's Circular 30 or the corresponding paragraphs of Circulars 173, 284 and 6/39) entitling him/her to be approved as a qualified teacher, the war service shall be counted on the scale appropriate to him/her after obtaining such qualification. In cases excepted from the foregoing proviso, increments do not accrue in respect of a period of war service which has been taken into account as part of the qualification for the status of Qualified Teacher.

3. The following conditions are applicable in connection with the counting of war service for increment:

- (a) Service before the age of 18 years shall not be counted.
- (b) In cases where, because of national emergency, full-time service was undertaken in a period immediately prior to 1st September, 1939, and such service continued after that date as war service within the definition of paragraph 1 above, the whole period is eligible to be taken into account.
- (c) War service is service of the types described above which was performed in the period not later than 31st March, 1949, and, except in the special circumstances indicated below, includes the period of leave (up to that limiting date) which was allowed prior to release from H.M. Forces.
- (d) Where, however, a teacher undertakes full-time teaching service or other whole-time gainful employment, or enters upon or resumes a course of study or training during the period of release leave, the following arrangements may be applied.
 - (i) Service after entry or re-entry into teaching service is reckoned as teaching service except in cases where in the assessment of salary on the appropriate scale it is to the teacher's advantage that it should alternatively be counted as war service.
 - (ii) A period of whole-time gainful employment of other kinds during release leave is ignored and the release leave counted in full as war service. Where, however, such period of employment would otherwise be taken into account for purposes of an addition to the minimum of the scale for Qualified Teachers under paragraph 4 (b) of Section C, the period may alternatively be so reckoned when, in the assessment of salary, it would be more advantageous to the teacher to do so.
 - (iii) A period devoted to full-time study or training during release leave is ignored and the release leave counted in full as war service. Where, however, such period, if taken into account as approved study or training, would affect the teacher's entitlement to an addition to scale salary under paragraph 2 of Section C, it may alternatively be so reckoned.

Part B

War Service in the previous war beginning in 1914

War service rendered by teachers during the previous war beginning in 1914 is recognised within the limits and under the conditions specified in Appendix V of the Burnham Reports of 1938 (see Appendix IX).

Courses of Approved Study or Training

(Reference Section C)

Part A

General conditions governing the acceptance of periods of study and/or training for the purpose of the addition to the basic scale

1. The courses of study or training referred to in Part B of this Appendix are full-time courses at Universities, University Colleges, Training Colleges, Technical (including Commercial) Colleges, Art Colleges, Art Schools or Art Training Centres, or other Institutions recognised for the purpose.

2. The course must be satisfactorily completed, i.e., when the course leads to a definite qualification, the period spent on it will be eligible for recognition only if and when the qualification is obtained.

3. An exception is made in the case of courses of post-graduate study, advanced work or research, normally requiring as a condition of entry the holding of a University degree or a qualification recognised as equivalent to a University degree for salary purposes (see Part B of Appendix V). Periods spent on such courses may be recognised provided the course has been diligently pursued and completed; for this purpose no distinction need be made between courses leading to a specific higher qualification and courses leading to no such qualification. Provided that the course has been diligently pursued, it is not essential that the higher qualification, even if one were aimed at, should necessarily have been obtained.

4. The period of any particular course is interpreted as meaning the normal period of full-time study or training required to complete the course satisfactorily. For this purpose the normal period of a course leading to a University degree entered upon on or after 1st September, 1958, is three years unless otherwise specified in Part D of this Appendix.

An extension of a course by reason of the repetition of some part of it is not accepted. For example, where the normal period of the course is three years, and the teacher has actually spent four or more years on it, only three years will be eligible for recognition for training addition.

5. The following may be counted in the same way as a year of training (see also paragraph 7 (d) (i) of Part C of Appendix II):

- (a) A year spent under the Ministry of Education Scheme (and corresponding Schemes under the Board of Education, the Scottish Education Department and the Ministry of Education, Northern Ireland) in France in the capacity of Assistant (Assistante) or Répétiteur (Répétitrice) or as Junior Assistant; or the equivalent capacity in another foreign country.
- (b) A year's course at the "Ecole Supérieure de Préparation et de Perfectionnement des Professeurs de Français à l'Etranger" (formerly known as "Ecole de Préparation des Professeurs de Français à l'Etranger") of the University of Paris.

6. Study or training undertaken before the age of 18 years is not eligible to be taken into account for the purposes of this Appendix, except

- (a) if the student attains the age of 18 years during the first term of the course, the whole period may be taken into account; or
- (b) in the case of a teacher who before 1st October, 1959, had entered upon or been accepted for a course which was approved for the purpose of a training addition under the Burnham Report of 1956, in which case the conditions of paragraph 7 of Part A of Appendix IV to that Report (see Appendix IX) for the exclusion of study or training before the age of 17 shall apply.

7. The words "or the equivalent" in paragraph 2 (a) of Part B of this Appendix refer to a concurrent four-years' course of training in teaching and study for a degree.

8. Training in teaching which preceded, as well as that which followed, a full-time course of study for a degree is accepted.

Part B

Examples of courses and periods of study and/or training which are approved by the Committee

1. *Entitling the teacher to the addition of one increment*

(a) Three-year courses at Training Colleges leading to the status of Qualified Teacher.

(b) A three-year course in preparation for the teacher's certificate of the National Froebel Union or Foundation, provided that the date of entry upon the course was not earlier than 1946.

(c) Two-year courses at Training Colleges leading to the status of Qualified Teacher supplemented by a recognised third-year course.

(d) Three-year courses at the following Physical Training Colleges:

Chelsea Physical Training College (now at Eastbourne)	Courses commenced 1909 or later.
Anstey Physical Training College	} Courses commenced 1919 or later.
Dartford Bergman Osterberg Physical Training College	
Bedford Physical Training College	
Liverpool I. M. Marsh Physical Training College (previously known as Liverpool Physical Training College)	Courses completed 1940 or later.
Nonington College of Physical Education.	
Wentworth Woodhouse Lady Mabel College.	

(e) Three years' full-time study resulting in the award of a Degree; or two years' full-time study resulting in the award of a Degree, followed by a further year of approved training or of post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing.

(f) Three years' full-time study resulting in the award of a Diploma or Certificate at an Establishment for Further Education or other Institution accepted by the Committee for the purpose. The following have so far been accepted by the Committee:

Battersea College of Technology (formerly Battersea Polytechnic)	Diploma in Mechanical Engineering. Diploma in Electrical Engineering.
Bradford Institute of Technology (formerly Bradford Technical College)	Diploma in Preparing, Combing and Spinning. First awarded 1892. Diploma in Cloth Manufacture. First awarded 1892. Diploma in Textile Design and Colour. First awarded 1926. Diploma in Chemistry and Dyeing. First awarded 1901. Diploma in Applied Chemistry. First awarded 1904. Diploma in Dyeing. First awarded 1901. Diploma in Mechanical Engineering. First awarded 1901. Diploma in Civil Engineering. First awarded 1901. Diploma in Electrical Engineering. First awarded 1901. Diploma in Power Production and Transmission. First awarded 1914.
Brighton Technical College	Diploma in Civil and Structural Engineering.
Cardiff University College	Diploma in Mechanical Engineering.
City of Liverpool College of Technology	Diploma in Science.
Leeds University	Diploma in Electrical Engineering. Diploma in Mechanical Engineering.
Northampton College of Advanced Technology (formerly Northampton Polytechnic)	Diploma in Mechanical Engineering.
Royal College of Art, London	Associateship.

APPENDIX IV—continued

(g) Courses of not less than three years consisting of full-time study combined with practical training resulting in the award of a Diploma or Certificate accepted by the Committee for the purpose. The following have so far been accepted by the Committee:

- Salford Royal Technical College Associateship and Diploma in Structural Engineering.
Associateship and Higher National Diploma in Mechanical Engineering (4 years' course).
Associateship and Higher National Diploma in Electrical Engineering (4 years' course).
Sunderland Technical College Diploma in Engineering (3 or 4 years' course).

(h) Three years' full-time study resulting in the award of a National Diploma other than those listed in sub-paragraph (j) below.

(j) Three years' or more full-time study leading to the award of any two of the following National Diplomas:

- National Diploma in Agriculture
National Diploma in Horticulture
National Diploma in Poultry Husbandry
National Diploma in Dairying
National Diploma in Agricultural Engineering

(k) Three years' full-time study spent in obtaining one of the qualifications specified in Part B of Appendix V.

(l) A one-year course of training under:

- (i) the Emergency Scheme (Board of Education Circular 1652) or corresponding Scheme in Scotland or Northern Ireland; or
(ii) the provision for "Special Training" for uncertificated and other teachers under regulation 6 of Grant Regulations No. 7B, 1947, (Ministry of Education Circular 114); or

(iii) regulation 11(1) (b) of the Training of Teachers (Local Education Authorities) Regulations, 1959, or the corresponding regulation in force from time to time.

together with a one-year full-time course approved by the Ministry for the purpose.

(m) An academic year on a supplementary or other course approved by the Ministry for the purpose, undertaken after a period of approved teaching service.

2. Entitling the teacher to the addition of two increments

(a) Three years' full-time study resulting in the award of a Degree or a Diploma approved for the purpose, and in addition a year of training in teaching; or the equivalent.

(b) Four years' full-time study resulting in the award of a Degree or Diploma approved for the purpose; or a period of full-time study resulting in the award of a Degree or an approved Diploma, followed by post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting in the aggregate to not less than four years.

(c) Two-year courses at Training Colleges leading to the status of Qualified Teacher, supplemented by a full-time two-year course resulting in the award of a Degree.

(d) Four years' full-time study spent in obtaining one of the qualifications specified in Part B of Appendix V.

3. Entitling the teacher to the addition of three increments

(a) Four years' full-time study resulting in the award of a Degree or Diploma approved for the purpose, together with a recognised one-year course of training in teaching; or a period of full-time study resulting in the award of a Degree or an approved Diploma followed by post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting in the aggregate to not less than five years.

(b) Five years' or more full-time study spent in obtaining one of the qualifications specified in Part B of Appendix V, provided that five years is the normal period of study for such qualification.

4. Entitling the teacher to the addition of four increments

Full-time study resulting in the award of a Degree or Diploma approved for the purpose, together with a recognised course of training in teaching and/or post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting in the aggregate to not less than six years.

Part C

Miscellaneous Provisions

1. *Shortened or accelerated courses*

Where, owing to war conditions, a course of any of the types mentioned above has been compressed into a period of less than three, four, five or six years respectively, there shall be allowed in respect of each period of one term by which the duration of such course exceeds two, three, four or five academic years respectively, one-third of the appropriate increment.

2. *Other courses of study and/or training*

(a) Courses similar in duration and otherwise equivalent to those referred to in Part B of this Appendix, whether completed in England and Wales or elsewhere, may also be accepted, and full details of such cases should be submitted to the Minister for decision.

Such decisions already given under the corresponding provision in the Committee's previous Reports shall continue to apply provided, however, that they satisfy the general relevant conditions in Part A of this Appendix.

(b) Other courses of study and/or training may also be accepted if they are of such a duration and character as are desirable for full-time teachers under this Report and are approved by the Burnham Committee for the purpose.

Part D

University Degrees for which the normal period of study exceeds three years

(Reference paragraph 4 of Part A of this Appendix)

<i>University</i>	<i>Degree</i>
Birmingham ..	Bachelor of Commerce (for qualified Science students) Bachelor of Medicine and Surgery Bachelor of Dental Surgery
Bristol	Bachelor of Music Bachelor of Medicine: Bachelor of Surgery. Bachelor of Dental Surgery Bachelor of Veterinary Science
Durham	Bachelor of Arts (with Honours in Modern Languages) Bachelor of Arts (with Honours in Fine Art) Bachelor of Arts in Town and Country Planning Bachelor of Architecture Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery
Leeds	Bachelor of Science in Special Studies in Botany; Zoology; Geology; Bacteriology; Biochemistry; Pharmacology Bachelor of Science with Honours in Ceramics; Chemical Engineering; Fuel Science; Gas Engineering; Metallurgy; Agriculture; Agricultural Bacteriology; Agricultural Botany; Agricultural Chemistry; Agri- cultural Economics; Agricultural Zoology Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery
Leicester .. .	Bachelor of Arts (Special) (French) Bachelor of Arts (Special) (German)
Liverpool .. .	Bachelor of Arts in Special Studies (Egyptian and Hebrew) Bachelor of Arts in Combined Special Studies Bachelor of Architecture Bachelor of Medicine: Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Veterinary Science
Manchester ..	Bachelor of Arts with Honours in Modern Languages (two languages) Bachelor of Arts with Honours in Spanish and Classical Arabic Bachelor of Arts with Honours in Architecture Bachelor of Arts with Honours in Town and Country Planning Bachelor of Science with Honours in Pharmacy Bachelor of Music with Honours Bachelor of Divinity Bachelor of Medicine: Bachelor of Surgery Bachelor of Dental Surgery

APPENDIX IV—continued

<i>University</i>	<i>Degree</i>
Oxford	Bachelor of Arts (Final Honour School of Literae Humaniores) Bachelor of Arts (Final Honour School of Theology if taken after Honour Moderations in Theology) Bachelor of Arts (Final Honour School of Natural Science—Chemistry, Biochemistry or Science of Metals) Bachelor of Arts (Final Honour School of Forestry if taken after Honour Moderations in Natural Science)
Reading	Bachelor of Arts with Honours in French; German; Fine Art; Latin and French Bachelor of Science with Honours in Agriculture; Dairying; Horticulture; Agricultural Botany; Horticultural Botany; Agricultural Economics; Agricultural Chemistry; Horticultural Chemistry; Dairy Science
Sheffield	Bachelor of Arts with Honours in Architecture Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Music (if taken as first degree)
North Staffordshire (University College)	Bachelor of Arts
Scotland	
St. Andrews	Master of Arts with Honours Bachelor of Science (Pure Science) with Honours Bachelor of Science (Engineering) with Honours
Aberdeen	Master of Arts with Honours Bachelor of Science with Honours Bachelor of Science in Agriculture with Honours Bachelor of Science in Forestry with Honours Bachelor of Science in Engineering with Honours Bachelor of Medicine and Bachelor of Surgery
Edinburgh	Master of Arts with Honours Bachelor of Science (Pure Science) with Honours Bachelor of Science (Agriculture) with Honours Bachelor of Science (Forestry) with Honours Bachelor of Science (Engineering) with Honours Bachelor of Science (Mining) with Honours Bachelor of Science (Chemical Technology) with Honours Bachelor of Architecture Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Veterinary Medicine and Surgery
Glasgow	Master of Arts with Honours Bachelor of Science with Honours Bachelor of Science in Applied Chemistry with Honours Bachelor of Music with Honours Bachelor of Law Bachelor of Medicine and Bachelor of Surgery Bachelor of Dental Surgery Bachelor of Veterinary Medicine and Surgery Bachelor of Science in Engineering Bachelor of Science in Agriculture with Honours Bachelor of Science in Architecture Bachelor of Science in Pharmacy
Ireland	
Queen's, Belfast ..	Bachelor of Arts with Honours Bachelor of Science with Honours Bachelor of Laws (pass or Honours) Bachelor of Commercial Science with Honours (no longer awarded) Bachelor of Science in Economics with Honours Bachelor of Agriculture with Honours Bachelor of Music with Honours Bachelor of Medicine Bachelor of Dentistry Bachelor of Applied Science and Technology (pass or Honours)

APPENDIX IV—continued

University	Degree
National, Dublin	Bachelor of Science (Special)
	Bachelor of Agricultural Science
	Bachelor of Dairy Science
	Bachelor of Veterinary Medicine
	Bachelor of Engineering
	Bachelor of Architecture
	Bachelor of Laws
	Bachelor of Medicine, Bachelor of Surgery
	Bachelor of Obstetrics
	Bachelor of Dental Surgery
	Bachelor of Music (University College, Dublin)
Dublin, Trinity College	Bachelor in Arts
	Bachelor in Medicine: Bachelor in Surgery
	Bachelor in Obstetrics
	Bachelor in Dental Science
	Bachelor in Veterinary Medicine
	Bachelor in Engineering
	Bachelor in Agriculture
	Bachelor in Agriculture (Forestry)

Such other degrees as are added to the foregoing list by the Burnham Committee.

APPENDIX V

Qualifications entitling a Qualified Teacher to receive the addition for Graduates and Definition of First Class Honours degrees, Second Class Honours degrees and Higher degrees

(Reference paragraphs 3 (a) (i) and 3 (b) (i) of Section C)

Part A

General conditions attaching to the application of the provisions of Part B of this Appendix

1. No teacher shall receive the addition for graduates before attaining the age of 21 years.
2. Teachers who have passed the requisite final examination and complied with the other conditions for the award of a University degree are entitled to receive the addition for graduates even though the degree has not been conferred upon them by the University.
3. Holders of the following qualifications are not regarded as entitled to receive the addition for graduates under the conditions of paragraph II of Part B of this Appendix.
 - (a) L.L.A. (St. Andrews);
 - (b) B. ès L. or B. ès Sc. of a French University.
4. In cases where the qualifications listed in Part B of this Appendix are approved as qualifications entitling a teacher to receive the addition for graduates subject to the specific condition that the teacher has attained an acceptable standard of general education, this standard, in terms of the General Certificate of Education, shall normally be that which is accepted by the Ministry of Education for candidates seeking admission to Training Colleges (Ministry of Education Circular 213). Other qualifications may, however, in special cases be accepted if approved by the Ministry for the purpose.
5. A period of professional experience which is a requisite part of a qualification entitling a teacher to receive the addition for graduates (see paragraph VIII (10), (13), (18), (19), (28) and (29) of Part B of this Appendix), is not on that account ineligible to be reckoned for increments of salary provided that not more than two increments may be granted in respect of such period. In respect of teachers who held the qualification and were in service on 31st March, 1945, teaching service may be reckoned towards the period of requisite professional experience. Increments allowed under this paragraph are subject to the overriding limits of paragraph 2 (b) of Appendix VI.

Part B

The following qualifications shall entitle a teacher whose qualifications are accepted by the Ministry for the status of Qualified Teacher, to receive the addition for graduates

I. *Qualifications recognised under Reports of the Burnham Committee before 1945, as entitling a teacher to receive the addition for graduates, and continuing to be so recognised.*

Recognition under the terms of:

- (i) Sections 8, 9 or 10 of the 1920 and 1927 Secondary Reports, or the corresponding Sections of the 1921 and 1927 Technical Reports (see Appendix IX)
- (ii) Section 3 (3) (a) (ii) of the 1938 Technical Report and the corresponding Sections of the Reports of 1921 and 1927 (see Appendix IX).

II. *University Degrees, etc.*

Degrees, other than honorary degrees, of:

- (i) English, Welsh, Scottish and Irish Universities
- (ii) St. David's College, Lampeter
- (iii) Dominion, Colonial and other Universities, provided the standard of the degree (or equivalent qualification otherwise described) approximates to that of an English University. In the case of such qualifications reference should be made to the Ministry of Education for decision unless in any particular case the qualification held by the teacher has already been considered for this purpose in consultation with the Ministry.

III. *Awards of the National Council for Technological Awards.*

IV. *Architecture*

Associateship of the Royal Institute of British Architects, provided the teacher has passed the Examination of the Institute, or an examination accepted by the Institute as giving exemption from its own examination.

V. *Art*

- (1) The Art Teachers' Diploma or the Teaching Certificate for Teachers in Schools of Art, issued by the Ministry of Education or the Board of Education under the provisions of Rules 109, or of Circular 1214, or—for teachers who have rendered meritorious service as teachers of Art, and who became Certificated Teachers College-trained not later than 1st August, 1923—the qualifications required for the Diploma or Teaching Certificate referred to above, without the completion of the prescribed course of professional training and the passing of an examination in the Principles of Teaching and School Management.

- (2) A Pass either in the Ministry of Education Examination in Drawing or in the Ministry of Education Intermediate Examination in Art and Crafts, together with the National Diploma in Design or a Pass in the Final Examination of the Royal Institute of British Architects in Architecture or a Pass in the Ministry of Education Examination in Painting, Modelling, Pictorial Design, Industrial Design or Illustration,

provided that the teacher has satisfactorily completed at an Art Training Centre (formerly an approved Art School) a one-year full-time course in the principles and practice of teaching and school management, or such other full-time course of training in teaching approved by the Ministry for the purpose.

- (3) The passing of an examination under the provisions of the Addendum to Ministry of Education Administrative Memorandum No. 415.

- (4) (a) The London University Diploma in Fine Art (Slade School)

(b) Royal Academy Schools Certificate

provided that, in each case,

- (i) it has been endorsed under the provisions of Rules 109, or
- (ii) the teacher has passed the Ministry of Education Examination in Drawing or the Ministry of Education Intermediate Examination in Art and Crafts and has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix), or
- (iii) the teacher has satisfactorily completed at an Art Training Centre (formerly an approved Art School) a one-year full-time course in the principles and practice of teaching and school management, or such other full-time course of training in teaching approved by the Ministry for the purpose.

(5) (a) The Diploma of Associateship of the Royal College of Art (A.R.C.A.)

(b) The Diploma of Industrial Design of the Royal College of Art (Des.R.C.A.)

provided that, in each case, the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

(6) (a) Rome Scholars

(b) Holders of the Edwin Austin Abbey Major Scholarship

provided that, in each case, they have satisfactorily completed a two-year course of full-time foreign study under supervision approved by the Royal Commissioners for the Exhibition of 1851.

(7) The Full Associateship of the Royal College of Art. (This qualification is not now awarded).

(8) The Art Masters' Certificate, Group I, if awarded under the Rules of 1901 and subsequent years. (This qualification is not now awarded).

(9) (a) The Specialist Art Teachers' Diploma of the Edinburgh College of Art

(b) The Sculpture Diploma of the Edinburgh College of Art

provided that, in each case, the teacher entered upon the Course at the College not later than 1947, and that he/she holds the Certificate of Training at the Edinburgh Provincial Training Centre obtained under the Scheme which came into force on 1st October, 1926.

(10) The Secondary Teachers' Art Certificate of the University of Oxford, provided that the requirement of a year's professional training has been fulfilled. (This qualification is not now awarded).

(11) Diplomas of the Central (Art) Institutions of Scotland:

Diploma of the Glasgow School of Art

Diploma of the Edinburgh College of Art

Diploma of the Dundee Institute of Art and Technology

Diploma of the Robert Gordon's Technical College (Gray's School of Art), Aberdeen

provided that, in each case, the teacher is recognised under Chapter VI of the Scottish Education Department's Regulations for the Training of Teachers.

VI. *Modern Languages*

(1) *French*

(a) Licence ès Lettres.

(b) Doctorat d'Université (with thesis written and sustained in French).

(c) Doctorat d'Etat ès Lettres.

(2) *Other Languages*

A qualification determined by the Ministry of Education to be of equivalent standard to those prescribed for French.

VII. *Music*

(1) Degree of Master in Music of the Royal College of Music (M.Mus.R.C.M.) provided that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

(2) Fellowship Diploma of the Royal College of Organists provided that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

(3) Diploma in Musical Education of the Royal Scottish Academy of Music provided that at least three years after the age of 18 were spent in full-time study in the course leading to the Diploma, and that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix), and has successfully completed a course of professional training leading to recognition under Chapter VI of the Scottish Education Department's Regulations for the Training of Teachers.

(4) Graduate of the Northern School of Music (G.N.S.M.) (awarded after the fulfilment of the special conditions established by the School) provided that the qualification was not obtained before the 1st April, 1952

(5) Graduate of the Royal Schools of Music (London)

(6) Associateship of the Royal Academy of Music by examination

(7) Graduate of the Royal College of Music

(8) Licentiate of the Royal Academy of Music with special Teaching Diploma of the Academy

- (9) Associateship of the Royal College of Music with special Teaching Diploma of the College
- (10) Associateship of the Royal Manchester College of Music with Teaching Diploma of the College where the teacher's course commenced not later than the Session 1956-57
- (11) Graduate Diploma of the Royal Manchester College of Music
- (12) Graduate Diploma of the Trinity College of Music (G.T.C.L.)
- (13) Graduate Diploma of the Birmingham and Midland Institute School of Music (awarded after completion of Special Training Course for Teachers established by the School)
- (14) Graduate Diploma of the Guildhall School of Music and Drama (G.G.S.M. London)
- (15) Graduate Diploma of the London College of Music (G.L.C.M.)

provided that

- (i) in the case of the qualifications (6) to (9) inclusive, the teacher entered upon the course not later than the Session 1929-1930;
- (ii) in the case of the qualifications (4) to (15) inclusive, at least three years after the age of 18 were spent in full-time study in the courses provided by the Academy, Colleges or Schools, and that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A. of this Appendix).

NOTE.—Holders of honorary distinctions of the Royal Academy and Royal College of Music (including the Associateship of the Royal Academy not by examination) will continue to be entitled to receive the addition for graduates if at a date not later than 31st December, 1929, they had approved teaching service in that status.

VIII. Other Qualifications

- (1) Associateship of the Royal College of Science (London).
- (2) Associateship of the Royal College of Science (Ireland).
- (3) Associateship of the City and Guilds of London Institute.
- (4) Whitworth Scholarship if gained between 1887 and 1922.
- (5) Associate Membership of the following Institutions:
 - (a) The Institution of Civil Engineers
 - (b) The Institution of Mechanical Engineers
 - (c) The Institution of Electrical Engineers
 - (d) The Institution of Chemical Engineers
 - (e) The Institution of Municipal Engineers
 - (f) The Institution of Gas Engineers

provided that, in each case, the Associate Member has passed the Associate Membership Examination, or an examination accepted by the Institution as giving exemption from the Associate Membership Examination.

- (6) Associate Membership of the Institution of Structural Engineers

provided

- (i) the Associate Member has passed the Associate Membership Examination after 1st April, 1935, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination; and
- (ii) that the candidate has attained a standard of general education which would qualify him for admission to the studentship class of the Institution were he between the appropriate ages for this class.

(7) Associate Membership by examination of the Institution of Production Engineers provided the Associate Member has passed the Associate Membership Examination not earlier than May, 1951, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination, and

- (i) has passed at Advanced level of the General Certificate of Education in mathematics, or has an equivalent qualification, and
- (ii) has passed at Ordinary level of the General Certificate of Education in chemistry or physics, or has an equivalent qualification.

- (8) Associate Membership of the British Institution of Radio Engineers

provided that the Associate Member has passed the Institution's examination not earlier than May, 1951, or an examination accepted after that date by the Institution as giving exemption from the Institution's examination.

(NOTE.—An Associate Member is deemed to satisfy this requirement if he has passed Parts III and IV of the Institution's examination not earlier than May, 1951, having satisfied the requirements for Part I and Part II under the Regulations of the Institution in force before that date).

(9) Diploma of the College of Aeronautics.

(10) Professional Associateship of the Royal Institution of Chartered Surveyors (formerly Professional Associate of the Surveyors Institution)

provided that the teacher has had four years' professional experience after passing the examination (see paragraph 5 of Part A of this Appendix).

(11) Associate Membership of Town Planning Institute by examination provided

(i) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix); and either

(ii) that the Associate Membership has been obtained by examination following a suitable full-time course of study; or

(iii) that the Associate Membership has been obtained by examination and is supported by professional attainments in other fields.

(12) Associateship of the Institute of Builders provided

(i) that the Associate Member has passed the Final Examination or an examination accepted by the Institute as giving exemption from the Final Examination; and

(ii) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

(13) Associate Membership of the Institute of Fuel

provided that the Associate Member holds a Higher National Certificate or Higher National Diploma in Mechanical, Electrical, Chemical or Civil (Gas) Engineering or in Metallurgy, Applied Physics, Physics, Chemistry or Applied Chemistry, supplemented by passes in the advanced grade City and Guilds of London Institute papers stipulated by the Institute of Fuel for Corporate Membership and has had at least two years' professional experience after passing these examinations (see paragraph 5 of Part A of this Appendix).

(14) Associateship of the Royal School of Mines.

(15) Associate Membership of the Institution of Mining Engineers by examination.

(16) The First Class Colliery Managers' Certificate together with the Diploma of a Mining College recognised by the Ministry of Power.

(17) Associateship of the Institution of Metallurgists if obtained after examination held in or after August, 1949.

(18) Associate of the Camborne School of Metalliferous Mining

provided that the Associate has had at least two years' experience in a responsible post in industry after obtaining the qualification (see paragraph 5 of Part A of this Appendix).

(19) (a) Barristers (Bar Final)

(b) Solicitors (Final Examination of the Law Society)

provided that, in each case, the teacher has had four years' professional experience after passing the examination (see paragraph 5 of Part A of this Appendix).

(20) M.R.C.S., L.R.C.P., Diploma.

(21) Membership of the Royal College of Veterinary Surgeons.

(22) (a) Associateship of the Institute of Physics

(b) Associateship of the Royal Institute of Chemistry

provided that, in each case, the Associate has passed the Institute's Examination for Associateship or Graduateship or an examination accepted by the Institute as giving exemption from those examinations.

(23) (a) Higher Diploma F.S.M.C. if obtained by examination under the Regulations first issued in 1948.

(b) Honours Diploma of the British Optical Association if obtained by examination under the Regulations first issued in 1954.

(24) Associateship of the Textile Institute

provided that the Associate has passed either

(i) Parts 1 and 2 of the Institute's examination under the 1952 Regulations or an examination accepted by the Institute as equivalent, or

(ii) the examination in General Textile Technology under the Regulations in force before 1952 and the Preliminary Examination or equivalent educational qualification recognised by the Institute.

(25) Associateship of the Society of Dyers and Colourists by examination (A.S.D.C.).

- (26) Associateship of the Institution of the Rubber Industry by examination.
 (27) Associateship of the Plastics Institute by examination.
 (28) (a) Associateship of the Institute of Chartered Accountants in England and Wales
 (b) Membership of the Institute of Chartered Accountants of Scotland
 (c) Associateship of the Society of Incorporated Accountants and Auditors
 (d) Associateship of the Institute of Actuaries
 (e) Associateship of the Association of Certified and Corporate Accountants

provided that, in each case,

- (i) the Associate or Member has passed the Final Examination or an examination accepted by the Institute, Society or Association as giving exemption from the Final Examination, and
 (ii) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix), and
 (iii) the teacher has had four years' professional experience after obtaining the qualification (see paragraph 5 of Part A of this Appendix).

- (29) (a) Associate Membership of the Institute of Industrial Administration
 (b) Associate Membership of the British Institute of Management

provided that, in each case, the Associate Member has

- (i) passed the Institute's examination for Associate Membership or an examination accepted by the Institute as giving exemption from the Institute's examination, and
 (ii) passed in two subjects at Advanced level of the General Certificate of Education or has an equivalent qualification, and
 (iii) had three years' accredited executive experience after the age of 25 (see paragraph 5 of Part A of this Appendix).

- (30) Fellowship of the Library Association.

- (31) Associate Membership of the Institution of Naval Architects.

- (32) (a) The Extra Master's Certificate of Competency of the Ministry of Transport by examination passed after 1st March, 1931.

- (b) The Extra First Class Engineer's Certificate of Competency of the Ministry of Transport.

- (33) Qualifications obtained by officers and non-commissioned officers who have reached ranks in Her Majesty's Forces promotion to which has followed a course of study or training which the Committee, in agreement with the Minister, accept as equivalent to courses of study resulting in the award of a degree.

IX. Other industrial, commercial or professional qualifications and experience which are accepted by the Committee in agreement with the Minister.

Part C

Definition of First Class Honours degrees, Second Class Honours degrees and Higher degrees for the purposes of paragraph 3(b)(i) of Section C

The following University degrees with First or Second Class Honours or Higher degrees:

<i>University</i>	<i>Degree</i>
Birmingham ..	Master of Arts (between July 1906 and July 1920) Bachelor of Arts (B.A.) (Special or General) (from 1920) Bachelor of Science (B.Sc.) (from 1921) Bachelor of Commerce (B.Com.) (including Division I prior to 1948) Bachelor of Laws (LL.B.) Bachelor of Medicine and Surgery (M.B., Ch.B.) Bachelor of Social Science (B.Soc.Sc.) Bachelor of Music (B.Mus.)

(Degree diplomas are not presented on graduation but graduates are supplied with certificates on request.)

APPENDIX V—continued

<i>University</i>	<i>Higher degree</i>
Birmingham— <i>contd.</i>	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Commerce (M.Com.) Master of Social Science (M.Soc.Sc.) Master of Surgery (Ch.M.) Master of Music (M.Mus.) Master of Laws (LL.M.) Doctor of Philosophy (Ph.D.) Doctor of Literature (D.Litt.) Doctor of Medicine (M.D.) Doctor of Science (D.Sc.) Doctor of Music (D.Mus.) Doctor of Divinity (D.D.)
	<i>Degree</i>
Bristol	Bachelor of Arts (Special) (B.A.) Bachelor of Arts (General) (B.A.) Bachelor of Arts (Economics) (B.A. (Econ.)) Bachelor of Music (B.Mus.) Bachelor of Science (Special) (B.Sc.) Bachelor of Science (General) (B.Sc.) Bachelor of Science in Engineering (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Medicine; Bachelor of Surgery (M.B., Ch.B.) Bachelor of Dental Surgery (B.D.S.) Bachelor of Veterinary Science (B.V.Sc.)
	<i>Higher degree</i>
	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Science in Engineering (M.Sc.) Master of Laws (LL.M.) Doctor of Philosophy (Ph.D.) Doctor of Science (D.Sc.)
Cambridge . . . (see note (2) below)	A degree to which a person has been admitted who has either: (a) been placed in the first or second class in any Honours Examination which may be taken as a candidate's first Honours Examination and which by itself satisfies the examination requirements for the B.A. degree; or (b) been placed in the first or second class in any two Honours Examinations; or (c) been placed in the first or second class in any Honours Examination if he has qualified for his degree under the regulations for Emergency Allowances to Matriculated Students or the regulations for Allowances to Candidates for Commissions in H.M. Forces or the regulations for Allowances to Students entering the University after War Service. For this purpose:— (i) in Part III of the Mathematical Tripos or Part II of the Mechanical Sciences Tripos, Honours with distinction is deemed the equivalent of a place in the first class and honours without distinction is deemed the equivalent of a place in the second class. (ii) in Part I of the Modern and Medieval Languages Tripos a candidate is not deemed to have attained the first or second class unless he has been placed not lower than the second class in each of the two languages taken by him.
	<i>Higher degree</i>
	Bachelor of Medicine (M.B.) Bachelor of Surgery (B.Chir.) Bachelor of Veterinary Medicine (M.B.) Master of Laws (LL.M.) Master of Music (Mus.M.) Master of Literature (M.Litt.) Master of Science (M.Sc.)

APPENDIX V—continued

<i>University</i>	<i>Higher degree</i>
Cambridge— <i>contd.</i>	<p> Doctor of Philosophy (Ph.D.) Bachelor of Divinity (B.D.) Master of Surgery (M.Chir.) Bachelor of Laws (LL.B.) Bachelor of Music (Mus.B.) Doctor of Divinity (D.D.) Doctor of Laws (LL.D.) Doctor of Medicine (M.D.) Doctor of Music (Mus.D.) Doctor of Letters (Litt.D.) Doctor of Science (Sc.D.) </p>
	<i>Degree</i>
Durham ..	<p> Bachelor of Arts (B.A.) Bachelor of Arts in Fine Art (B.A.) Bachelor of Arts in Town and Country Planning (B.A.) Bachelor of Architecture (B.Arch.) Bachelor of Medicine and Bachelor of Surgery (M.B., B.S.) Bachelor of Dental Surgery (B.D.S.) Bachelor of Science in Pure Science (including General Honours and the General Degree with Honours) (B.Sc.) Bachelor of Science in Applied Science (B.Sc.) Bachelor of Science in Agriculture (B.Sc.) Bachelor of Commerce (B.Com.) Bachelor of Arts in Economic Studies (B.A.) Bachelor of Arts with Honours in Oriental Studies (B.A.) Bachelor of Laws (LL.B.) </p>
	<i>Higher degree</i>
	<p> Master of Arts (M.A.) Master of Letters (M.Litt.) Doctor of Letters (D.Litt.) Doctor of Medicine (M.D.) Doctor of Surgery (D.S.) Doctor of Hygiene (D.Hyg.) Master of Dental Surgery (M.D.S.) Doctor of Dental Science (D.D.S.) Master of Music (M.Mus.) Doctor of Music (D.Mus.) Master of Commerce (M.Com.) Master of Arts in Economic Studies (M.A.) Master of Laws (LL.M.) Master of Education (M.Ed.) Bachelor of Divinity (B.D.) Doctor of Divinity (D.D.) Master of Science (Faculties of Science, Applied Science and Agriculture) (M.Sc.) Doctor of Philosophy (All Faculties) (Ph.D.) Doctor of Law (LL.D.) </p>
	<i>Degree</i>
Exeter ..	<p> Bachelor of Arts (B.A.) Bachelor of Arts in Social Studies (including the General Degree with Honours) (B.A.) Bachelor of Science (including the General Honours Degree) (B.Sc.) Bachelor of Laws (LL.B.) </p>
	<i>Higher degree</i>
	<p> Master of Arts (M.A.) Master of Science (M.Sc.) Master of Laws (LL.M.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Laws (LL.D.) </p>

<i>University</i>	<i>Degree</i>
Hull	Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Science (Economics) (B.Sc.(Econ.))
	<i>Higher degree</i>
	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Laws (LL.M.) Master of Economic Science (M.Sc.(Econ.)) Master of Education (M.Ed.) Bachelor of Divinity (B.D.) Doctor of Divinity (D.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Laws (LL.D.) Doctor of Music (D.Mus.) Doctor of Philosophy (Ph.D.)
	<i>Degree</i>
Leeds	Bachelor of Arts (B.A.) (including B.A. Hons. (Gen.) 1936-40 and from 1953) Bachelor of Science (B.Sc.) Bachelor of Laws (LL.B.) Bachelor of Commerce (B.Com.) Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.) Bachelor of Dental Surgery (B.Ch.D.)
	<i>Higher degree</i>
	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Education (M.Ed.) Doctor of Philosophy (Ph.D.) Master of Laws (LL.M.) Master of Commerce (M.Com.)
	<i>Degree</i>
Leicester ..	Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.)
	<i>Higher degree</i>
	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Education (M.Ed.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.)
	<i>Degree</i>
Liverpool ..	Bachelor of Arts (B.A.) (1903-35) Bachelor of Arts in Special Studies (B.A.) (from 1932) Bachelor of Arts in General Studies (B.A.) (from 1932) Bachelor of Commerce (B.Com.) (1924-40) (1950 to date) Bachelor of Arts in Architecture (B.A.(Arch.)) (1903-10) Bachelor of Architecture in Architectural Design (B.Arch.) (1920-32) Bachelor of Architecture in Architectural Construction (B.Arch.) (1920-32) Bachelor of Architecture (B.Arch.) (from 1932) Bachelor of Science (B.Sc.) Bachelor of Medicine, Bachelor of Surgery (M.B., Ch.B.) Bachelor of Dental Surgery (B.D.S.) (from 1914) Bachelor of Laws (LL.B.) Bachelor of Engineering (B.Eng.) Bachelor of Veterinary Science (B.V.Sc.)

APPENDIX V—*continued*

<i>University</i>	<i>Higher degree</i>
Manchester— <i>contd.</i>	Master of Arts (M.A.) Master of Science (M.Sc.) Master of Laws (LL.M.) Master of Dental Surgery (M.D.S.) Master of Arts (Economic and Social Studies) (M.A.(Econ.)) Master of Arts (Commerce) (M.A.(Com.)) Master of Arts (Administration) (M.A.(Admin.)) Master of Technical Science (M.Sc. Tech.) Master in Education (M.Ed.)
	<i>Degree</i>
Nottingham ..	Bachelor of Arts (B.A.) Bachelor of Laws (LL.B.) Bachelor of Science (B.Sc.) Bachelor of Pharmacy (B.Pharm.) (from 1956) Bachelor of Science in Engineering (B.Sc.(Eng.)) (up to 1957) Bachelor of Science in Mining (B.Sc.(Min.)) (up to 1957) Bachelor of Music (B.Mus.) (from 1958)
	<i>Higher degree</i>
	Doctor of Divinity (D.D.) Doctor of Laws (LL.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Philosophy (Ph.D.) Bachelor of Divinity (B.D.) Master of Arts (M.A.) Master of Laws (LL.M.) Master of Education (M.Ed.) Master of Science (M.Sc.) Master of Pharmacy (M.Pharm.)
Oxford (<i>see note (2)</i> <i>below</i>) ..	A degree in which the teacher was placed in Class I or Class II of the final examination in one of the following schools: Literae Humaniores Mathematics Natural Science Jurisprudence Modern History Theology Oriental Studies English Language and Literature Modern Languages Philosophy, Politics and Economics Geography Agriculture Forestry Psychology, Philosophy and Physiology Music
	<i>Higher degree</i>
	Bachelor of Music (B.Mus.) Doctor of Music (D.Mus.) Bachelor of Letters (B.Litt.) Bachelor of Philosophy (B.Phil.) Bachelor of Science (B.Sc.) Doctor of Philosophy (D.Phil.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Bachelor of Civil Law (B.C.L.) Doctor of Civil Law (D.C.L.) Bachelor of Medicine (B.M.) Doctor of Medicine (D.M.) Master of Surgery (M.Ch.) Bachelor of Divinity (B.D.) Doctor of Divinity (D.D.)

APPENDIX V—continued

<i>University</i>	<i>Degree</i>
Reading ..	Bachelor of Arts (B.A.)
	Bachelor of Science (B.Sc.)
	Bachelor of Science (Agriculture) (B.Sc.(Agric.)) (prior to 1952)
	<i>Higher degree</i>
	Master of Arts (M.A.)
	Master of Science (M.Sc.)
	Doctor of Philosophy (Ph.D.)
	Doctor of Letters (D.Litt.)
	Doctor of Science (D.Sc.)
	<i>Degree</i>
Sheffield ..	Bachelor of Arts (B.A.)
	Bachelor of Science (B.Sc.)
	Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.) (prior to 1954)
	Bachelor of Dental Surgery (B.D.S.) (prior to 1954)
	Bachelor of Engineering (B.Eng.) (from 1923)
	Bachelor of Metallurgy (B.Met.) (from 1923)
	Bachelor of Technical Science (B.Sc. (Tech.)) (from 1923)
	Bachelor of Laws (LL.B.) (from 1951)
(Graduation diplomas issued prior to 1920 did not show the class of honours awarded.)	
	<i>Higher degree</i>
	Bachelor of Music (B.Mus.)
	Master of Arts (M.A.)
	Master of Laws (LL.M.)
	Master of Science (M.Sc.)
	Master of Engineering (M.Eng.)
	Master of Technical Science (M.Sc.Tech.)
	Master of Metallurgy (M.Met.)
	Doctor of Philosophy (Ph.D.)
	Master of Surgery (Ch.M.)
	Master of Dental Surgery (M.D.S.)
	Doctor of Medicine (M.D.)
	<i>Degree</i>
Southampton. .	Bachelor of Arts (Honours) (B.A.(Hons.))
	Bachelor of Arts (General) (B.A. (Gen.))
	Bachelor of Arts (Law) (B.A. (Law))
	Bachelor of Science (Special) (B.Sc. Special (Hons.))
	Bachelor of Science (General) (B.Sc. Gen. Hons.)
	Bachelor of Science Honours in Engineering (B.Sc. Eng. (Hons.))
	Bachelor of Science (Economics) (B.Sc.Econ.)
	<i>Higher degree</i>
	Master of Arts (M.A.)
	Doctor of Philosophy (Ph.D.)
	Doctor of Letters (D.Litt.)
	Master of Science (M.Sc.)
	Doctor of Science (D.Sc.)
	Master of Science Engineering (M.Sc.(Eng.))
	Master of Science Economics (M.Sc.(Econ.))
	Doctor of Science Economics (D.Sc.(Econ.))
	Master of Arts Education (M.A.(Ed.))
	Master of Laws (LL.M.)
	Doctor of Laws (LL.D.)
	<i>Degree</i>
North Stafford- shire (University College)	Bachelor of Arts (B.A.)

<i>University</i>	<i>Degree</i>
Wales	Bachelor of Arts (B.A.) Bachelor of Science (B.Sc.) Bachelor of Music (B.Mus.) Bachelor of Laws (LL.B.) Bachelor of Architecture (B.Arch.)
	<i>Higher degree</i>
	Bachelor of Divinity (B.D.) Master of Arts (M.A.) Master of Science (M.Sc.) Master of Music (M.Mus.) Master of Laws (LL.M.) Master of Pharmacy (M.Pharm.) Doctor of Philosophy (Ph.D.) Master of Surgery (M.Ch.) Doctor of Medicine (M.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Divinity (D.D.) Doctor of Music (D.Mus.) Doctor of Laws (LL.D.)
	<i>Degree</i>
St. David's College, Lampeter ..	Bachelor of Arts (Honours) (B.A.)
	<i>Higher degree</i>
	Bachelor of Divinity (B.D.)
Scotland	<i>Degree</i>
St. Andrews ..	Master of Arts (M.A.) Bachelor of Science (B.Sc.) Bachelor of Science in Engineering (B.Sc.Eng.)
	<i>Higher degree</i>
	Bachelor of Philosophy (B.Phil.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Philosophy (Ph.D.) Bachelor of Education (Ed.B.) Bachelor of Laws (LL.B.) Bachelor of Divinity (B.D.)
	<i>Degree</i>
Aberdeen ..	Master of Arts (M.A.) Bachelor of Science (B.Sc.) Bachelor of Science in Agriculture (B.Sc.Agr.) Bachelor of Science in Forestry (B.Sc.For.) Bachelor of Science in Engineering (B.Sc.Eng.) Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.)
	<i>Higher degree</i>
	Bachelor of Education (Ed.B.) Bachelor of Divinity (B.D.) Bachelor of Laws (LL.B.) Doctor of Philosophy (Ph.D.) Doctor of Letters (D.Litt.) Doctor of Science (D.Sc.) Doctor of Medicine (M.D.) Master of Surgery (Ch.M.)

<i>University</i>	<i>Degree</i>
Edinburgh ..	Master of Arts (M.A.)
	Bachelor of Science (Pure Science) (B.Sc.)
	Bachelor of Science (Agriculture) (B.Sc.)
	Bachelor of Science (Forestry) (B.Sc.)
	Bachelor of Science (Engineering) (B.Sc.)
	Bachelor of Science (Mining) (B.Sc.)
	Bachelor of Science Technical Chemistry (Chemical Technology) (B.Sc.)
	Bachelor of Music (B.Mus.)
	<i>Higher degree</i>
	Bachelor of Education (B.Ed.)
	Doctor of Philosophy (Ph.D.)
	Doctor of Letters (D.Litt.)
	Bachelor of Laws (LL.B.)
	Bachelor of Divinity (B.D.)
	Doctor of Music (D.Mus.)
	Master of Science (M.Sc.)
	Doctor of Science (D.Sc.)
Glasgow ..	<i>Degree</i>
	Master of Arts (M.A.)
	Bachelor of Science (B.Sc.) (Pure Science from 1921) (Engineering from 1925)
	Bachelor of Science in Applied Chemistry (B.Sc.) (from 1925)
	Bachelor of Music (B.Mus.)
	<i>Higher degree</i>
	Doctor of Philosophy (Ph.D.)
	Bachelor of Letters (B.Litt.)
	Doctor of Science (D.Sc.)
	Doctor of Letters (D.Litt.)
	Doctor of Medicine (M.D.)
	Master of Surgery (Ch.M.)
	Doctor of Music (D.Mus.)
	Bachelor of Laws (LL.B.)
	Bachelor of Divinity (B.D.)
	Bachelor of Education (Ed.B.)
Ireland	<i>Degree</i>
	Queen's, Belfast
	Bachelor of Arts (B.A.)
	Bachelor of Science, Pure Science and Applied Science and Technology (B.Sc.)
	Bachelor of Laws (LL.B.)
	Bachelor of Commercial Science (B.Com.Sc.)
	Bachelor of Science (Economics) (B.Sc.(Econ.)) (after 1948)
	Bachelor of Agriculture (B.Agr.)
	Bachelor of Medicine (M.B.)
	Bachelor of Music (B.Mus.)
	Bachelor of Dental Surgery (B.D.S.)
	<i>Higher degree</i>
	Doctor of Literature (D.Lit.)
	Doctor of Science (D.Sc.)
	Doctor of Medicine (M.D.)
	Doctor of Laws (LL.D.)
	Doctor of Philosophy (Ph.D.)
	Master of Arts (M.A.)
	Bachelor of Education (B.Ed.)
	Bachelor of Divinity (B.D.)
	Master of Science (M.Sc.)
	Master of Surgery (M.Ch.)
	Master of Dental Surgery (M.D.S.)
	Master of Science in Economics (M.Sc.(Econ.))
	Master of Agriculture (M.Agr.)
	Master of Laws (LL.M.)

<i>University</i>	<i>Degree</i>
National, Dublin	Bachelor of Arts (B.A.)
	Bachelor of Music (B.Mus.)
	Bachelor of Science (B.Sc.)
	Bachelor of Agricultural Science (B.Agr.Sc.)
	Bachelor of Commerce (B.Comm.)
	Bachelor of Dairy Science (B.Sc.(Dairying)) (after 1927)
	Bachelor of Engineering (B.E.)
	Bachelor of Architecture (B.Arch.)
	Bachelor of Veterinary Medicine (M.V.B.) (after 1947)
	Bachelor of Medicine, Bachelor of Surgery, Bachelor of Obstetrics (M.B., B.Ch., B.A.O.)
	Bachelor of Dental Surgery (B.D.S.)
	Bachelor of Civil Law (B.C.L.) (after 1954)

Higher degree

Master of Arts (M.A.)
 Master of Science (M.Sc.)
 Master of Agricultural Science (M.Agr.Sc.)
 Bachelor of Laws (LL.B.)
 Master of Engineering (M.E.)
 Master of Architecture (M.Arch.)
 Master of Commerce (M.Comm.)
 Master of Surgery (M.Ch.)
 Master of Obstetrics (M.A.O.)
 Master of Dental Surgery (M.D.S.)
 Master of Economic Science (M.Econ.Sc.) (after 1928)
 Master of Dairy Science (M.Sc.(Dairying))
 Master of Veterinary Medicine (M.V.M.)
 Philosophiae Doctor (Ph.D.)
 Doctor of Literature (D. Litt.)
 Doctor of Music (D.Mus.)
 Doctor of Celtic Studies (D.Litt.Celt.)
 Doctor of Science (D.Sc.)
 Doctor of Laws (LL.D.)
 Doctor of Economic Science (D.Econ.Sc.)
 Doctor of Science (Public Health) (D.Sc. Public Health) (prior to 1948)
 Doctor of Medicine (M.D.)

Degree

Dublin, Trinity College	Mathematics
	Classics
	Mental and Moral Philosophy (prior to 1926)
	Mental and Moral Science (from 1926)
	Experimental Science
	Natural Science
	History and Political Science (prior to 1948)
	Modern History and Political Science (from 1948)
	Ancient History and Political Science (from 1948)
	Modern Literature
	Legal and Political Science (prior to 1933)
	Legal Science (from 1933)
	Economics and Political Science (from 1933)
	Engineering Science (prior to 1954)
	Celtic Languages
	Oriental Languages
	Ancient and Modern Literature (from 1951)
	(Prior to 1925 a Senior Moderatorship is deemed the equivalent of a First or Second Class Honours degree)

Higher degree

Master in Science (M.Sc.)
 Doctor in Science (Sc.D.)
 Doctor in Philosophy (Ph.D.)
 Bachelor in Letters (B.Litt.)
 Doctor in Letters (Litt.D.)
 Bachelor in Divinity (B.D.)

<i>University</i>	<i>Higher degree</i>
Dublin, Trinity	Doctor in Divinity (D.D.)
College—contd.	Doctor in Medicine (M.D.)
	Master in Surgery (M.Ch.)
	Master in Obstetrics (M.A.O.)
	Master in Dental Science (M.Dent.Sci.)
	Master in Civil Engineering (M.A.I.)
	Bachelor in Music (Mus.B.)
	Doctor in Music (Mus.D.)
	Master in Commerce (M.Comm.)

Such other degrees with First or Second Class Honours or Higher degrees of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland, as are added to the foregoing list by the Burnham Committee.

Notes

(1) Teachers who have passed the requisite final examination and complied with the other conditions for the award of a First or Second Class Honours degree or Higher degree are entitled to receive the addition even though the degree has not been conferred.

(2) In the case of Cambridge and Oxford Universities, women who otherwise satisfied the conditions for the award of a degree as set out above are entitled to receive the addition, even though the regulations of those Universities for the time being in force precluded the conferment of the degree upon them.

APPENDIX VI

Conditions governing the addition to the minimum of the Qualified Teacher Scale in respect of experience gained prior to the date of qualification for the status of Qualified Teacher, and to the minimum of the scales for Unqualified and Temporary Teachers

(References Sections C, E and G)

1. In applying the provisions of paragraphs 4(a), (b) and (c) of Section C, paragraph 3 of Section E and paragraph 3 of Section G, a period of 11 months 15 days or more, or a balance of 11 months 15 days or more in excess of a number of completed years, is reckoned as a complete year.

Further, in assessing the additions to the minimum in respect of "each period of three years", a period, being not less than three years, which exceeds a multiple of three by not less than two, shall be treated as if it were the next higher multiple of three.

2. In the case of Qualified Teachers, war service which, under the conditions of Appendix III, is eligible to be reckoned for increments on the Qualified Teacher scale shall not be taken into account in determining the maximum number of increments allowable in accordance with sub-paragraphs (a) and (b) below, subject however to the special provisions of paragraph 3(d) of Part A of Appendix III.

(a) In applying the provisions of paragraph 4(b) and (c) of Section C, no teacher shall receive more than 12 increments in respect of experience gained prior to the date of qualification for the status of Qualified Teacher, either (i) for teaching experience, or (ii) for experience of other kinds, or (iii) for teaching and other experience taken together.

(b) Further, it shall be a condition that the increments added to the minimum of the scale in respect of non-teaching experience prior to the date of qualification, together with any increments allowed in respect of non-teaching experience after the date of qualification under paragraph 9 of Part C of Appendix II, shall not in the aggregate exceed 12.

3. A period which is taken into account for any one of the purposes described in this Appendix should not also be reckoned for any other such purpose.

4. Non-teaching experience of the kind which is taken into account under the proviso to paragraph 4(b) of Section C shall be completed years (as defined in paragraph 1 of this Appendix) of experience in gainful employment.

APPENDIX VII

Unit Totals and Review Averages

(References Sections H, K, L and M)

Part A

1. "Unit total" of a school or department for any year is a figure as assessed by reference, firstly to the number of pupils on the roll of the school or department on Ministry of Education Form 7 (Schools) for the year concerned.

In the case of a Nursery or Special School the number on roll shall be as at the date taken for the purposes of Form 7 (Schools).

2. In the case of a Primary or Secondary School or Department, other than a Special School, the number of pupils as thus ascertained is further classified according to their ages as at 31st March following.

For this purpose the age of any pupil at the relevant date shall be determined by reference to the anniversary of his/her birth, e.g., a pupil shall not be deemed to have attained the age of 15 years until the 15th anniversary of his/her birthday.

For the purposes of this Report the unit total for 1956 and for subsequent years shall be calculated as follows:

For each pupil under 13 years of age (including children under 5 years of age)	Count 1 unit
For each pupil aged 13 and under 15	Count 2 units
For each pupil aged 15 and under 16	Count 4 units
For each pupil aged 16 and under 17	Count 6 units
For each pupil aged 17 and over	Count 10 units

The unit total for 1955 and for earlier years are calculated in accordance with the provisions of paragraph 2 of Part A of Appendix VII to the Burnham Primary and Secondary Schools Report, 1954 (see Appendix IX).

3. In the case of Special Schools, a procedure similar to that described in paragraph 1 above shall be followed. The further classification of the enrolled pupils shall be on the basis of the type or types of special educational treatment provided for the enrolled pupils and not according to their ages. This procedure is applicable equally to a school which is recognised as providing special educational treatment of more than one type, as to a school recognised as providing one type only.

The "unit total (S)" is calculated as follows:

	<i>For each pupil count</i>
Delicate children	2 units
Educationally sub-normal, Epileptic, Physically Handicapped children, Children in Hospital Schools	3 units
Blind, Partially sighted, Maladjusted children	4 units
Deaf, Partially deaf, and children suffering from Speech defect	6 units

4. "Review average" of a school or department is the average, to the nearest whole number, of the unit totals for the year of the review and the previous two years. The last review average was calculated in 1958, the next shall be calculated in 1961, and thereafter every third year.

5. The unit total and the review average are calculated for a school or department, and they are used as the basis of determining (a) the Head Teacher Allowance, as laid down in Section H, (b) the Deputy Head Teacher Allowance, as laid down in Section K, and (c) the "score" for graded posts, as laid down in Section M.

6. For the purposes of Parts B and C of this Appendix, local education authorities should regard a school or department as having been reorganised if (a) a change occurs which alters the character of the organisation in the sense, e.g., that it will cater for pupils of different age range or sex, or (b) if, the organisation remaining unchanged, the Authority take some action in the interest of educational organisation the effect of which would be significantly to add to, or reduce, the number of children who will normally be enrolled. The latter provision should not be regarded as applicable to a case where, due to circumstances other than those directly resulting from such action by the Authority, the increase or decline in numbers of pupils is due to other causes.

Part B

Conditions of the application of Unit Totals and Review Averages in determining the Head Teacher and Deputy Head Teacher Allowance for a School or Department

The provisions in the paragraphs which follow are related to those in Sections H and K.

1. Subject to the conditions of paragraphs 2 and 3 immediately following, the Head Teacher and Deputy Head Teacher Allowance will be calculated as follows:—

(a) For the period from 1st October, 1959, to 31st March, 1961, on the review average for 1958.

(b) For the three years beginning 1st April, 1961, on the review average for 1961.

(c) For every three years thereafter beginning 1st April, the procedure in (b) above shall apply with appropriate adjustment of dates.

2. The Head Teacher and Deputy Head Teacher Allowance for the Head and Deputy Head of a school or department which was newly-opened or reorganised on or after 1st April, 1954, shall be assessed as follows:—

(a) *Newly-opened or reorganised during the period 1st April, 1954, to 30th September, 1959.*

(i) *In the year beginning 1st April, 1954:—*

For the period from 1st October, 1959, to 31st March, 1961, on (a) the average of the unit totals for the years 1956, 1957 and 1958, or (b) the unit total for 1958, or (c) the estimated unit total for 1958, whichever is the greatest; except in the case of a new appointment during the period 1st October, 1959, to 31st March, 1961, in which case the Head Teacher or Deputy Head Teacher Allowance shall be assessed on (a) or (b), whichever is the greater.

For the three years beginning 1st April, 1961, on the review average for 1961, or the unit total for 1961, whichever is the greater, subject to the provisions of paragraph 5 of Section H and paragraph 7 of Section K.

From 1st April, 1964, and thereafter, under paragraph 1(c) above.

(ii) *In the year beginning 1st April, 1955:—*

For the period from 1st October, 1959, to 31st March, 1961, on (a) the average of the unit totals for the years 1957, 1958 and 1959, or (b) the unit total for 1959, or (c) the estimated unit total for 1959, whichever is the greatest; except in the case of a new appointment during the period 1st October, 1959, to 31st March, 1961, in which case the Head Teacher or Deputy Head Teacher Allowance shall be assessed on (a) or (b), whichever is the greater.

For the three years beginning 1st April, 1961, on the review average for 1961, or the unit total for 1961, whichever is the greater, subject to the provisions of paragraph 5 of Section H and paragraph 7 of Section K.

From 1st April, 1964, and thereafter, under paragraph 1(c) above.

(iii) *In the year beginning 1st April, 1956:—*

For the period from 1st October, 1959, to 31st March, 1960, on the estimated unit total for 1960.

For the year beginning 1st April, 1960, on (a) the average of the unit totals for the years 1958, 1959 and 1960, or (b) the unit total for 1960, or (c) the estimated unit total for 1960, whichever is the greatest; except in the case of a new appointment during the year, in which case the Head Teacher or Deputy Head Teacher Allowance shall be assessed on (a) or (b), whichever is the greater.

For the three years beginning 1st April, 1961, on the review average for 1961, or the unit total for 1961, whichever is the greater, subject to the provisions of paragraph 5 of Section H and paragraph 7 of Section K.

From 1st April, 1964, and thereafter, under paragraph 1(c) above.

(iv) *In the year beginning 1st April, 1957:—*

For the period from 1st October, 1959, to 31st March, 1961, on the estimated unit total for 1961.

For the three years beginning 1st April, 1961, on (a) the average of the unit totals for the years 1959, 1960 and 1961, or (b) the unit total for 1961, or (c) the estimated unit total for 1961, whichever is the greatest; except in the case of a new appointment during the three years, in which case the Head Teacher or Deputy Head Teacher Allowance shall be assessed on (a) or (b), whichever is the greater.

For the three years beginning 1st April, 1964, on the review average for 1964, or the unit total for 1964, whichever is the greater, subject to the provisions of paragraph 5 of Section H and paragraph 7 of Section K.

From 1st April, 1967, and thereafter, under paragraph 1(c) above.

(v) *In the year beginning 1st April, 1958:—*

For the period from 1st October, 1959, to 31st March, 1962, on the estimated unit total for 1962.

For the two years beginning 1st April, 1962, on (a) the average of the unit totals for the years 1960, 1961 and 1962, or (b) the unit total for 1962, or (c) the estimated unit total for 1962, whichever is the greatest; except in the case of a new appointment during the two years, in which case the Head Teacher or Deputy Head Teacher Allowance shall be assessed on (a) or (b), whichever is the greater.

For the three years beginning 1st April, 1964, on the review average for 1964, or the unit total for 1964, whichever is the greater, subject to the provisions of paragraph 5 of Section H and paragraph 7 of Section K.

From 1st April, 1967, and thereafter, under paragraph 1(c) above.

(vi) *In the period from 1st April, 1959, to 30th September, 1959:—*

For the period from 1st October, 1959, to 31st March, 1963, on the estimated unit total for 1963.

For the year beginning 1st April, 1963, on (a) the average of the unit totals for the years 1961, 1962 and 1963, or (b) the unit total for 1963, or (c) the estimated unit total for 1963, whichever is the greatest; except in the case of a new appointment during the year, in which case the Head Teacher or Deputy Head Teacher Allowance shall be assessed on (a) or (b), whichever is the greater.

For the three years beginning 1st April, 1964, on the review average for 1964, or the unit total for 1964, whichever is the greater, subject to the provisions of paragraph 5 of Section H and paragraph 7 of Section K.

From 1st April, 1967, and thereafter, under paragraph 1(c) above.

(b) *Newly-opened or reorganised during the period 1st October, 1959, to 31st March, 1963.*

(i) *In the period 1st October, 1959, to 31st March, 1960:—*

For the period from the date of opening or reorganisation until 31st March, 1963, on the estimated unit total for 1963.

For the year beginning 1st April, 1963, on (a) the average of the unit totals for the years 1961, 1962 and 1963, or (b) the unit total for 1963, or (c) the estimated unit total for 1963, whichever is the greatest; except in the case of a new appointment during the year, in which case the Head Teacher or Deputy Head Teacher Allowance shall be assessed on (a) or (b), whichever is the greater.

For the three years beginning 1st April, 1964, on the review average for 1964, or the unit total for 1964, whichever is the greater, subject to the provisions of paragraph 5 of Section H and paragraph 7 of Section K.

From 1st April, 1967, and thereafter, under paragraph 1(c) above.

(ii) *In the year beginning 1st April, 1960:—*

For the period from the date of opening or reorganisation until 31st March, 1964, on the estimated unit total for 1964.

For the three years beginning 1st April, 1964, on (a) the average of the unit totals for the years 1962, 1963 and 1964, or (b) the unit total for 1964, or (c) the estimated unit total for 1964, whichever is the greatest; except in the case of a new appointment during the three years, in which case the Head Teacher or Deputy Head Teacher Allowance shall be assessed on (a) or (b), whichever is the greater.

For the three years beginning 1st April, 1967, on the review average for 1967, or the unit total for 1967, whichever is the greater, subject to the provisions of paragraph 5 of Section H and paragraph 7 of Section K.

From 1st April, 1970, and thereafter, under paragraph 1(c) above.

(iii) *In the year beginning 1st April, 1961:—*

For the period from the date of opening or reorganisation until 31st March, 1965, on the estimated unit total for 1965.

For the two years beginning 1st April, 1965, on (a) the average of the unit totals for the years 1963, 1964 and 1965, or (b) the unit total for 1965, or (c) the estimated unit total for 1965, whichever is the greatest; except in the case of a new appointment during the two years in which case the Head Teacher or Deputy Head Teacher Allowance shall be assessed on (a) or (b), whichever is the greater.

For the three years beginning 1st April, 1967, on the review average for 1967, or the unit total for 1967, whichever is the greater, subject to the provisions of paragraph 5 of Section H and paragraph 7 of Section K.

From 1st April, 1970, and thereafter, under paragraph 1(c) above.

(iv) *In the year beginning 1st April, 1962:—*

For the period from the date of opening or reorganisation until 31st March, 1966, on the estimated unit total for 1966.

For the year beginning 1st April, 1966, on (a) the average of the unit totals for the years 1964, 1965 and 1966, or (b) the unit total for 1966, or (c) the estimated unit total for 1966, whichever is the greatest; except in the case of a new appointment during the year, in which case the Head Teacher or Deputy Head Teacher Allowance shall be assessed on (a) or (b), whichever is the greater.

For the three years beginning 1st April, 1967, on the review average for 1967, or the unit total for 1967, whichever is the greater, subject to the provisions of paragraph 5 of Section H and paragraph 7 of Section K.

From 1st April, 1970, and thereafter, under paragraph 1(c) above.

(c) *Newly-opened or reorganised subsequent to 31st March, 1963.*

The procedure in sub-paragraphs 2(b)(ii), 2(b)(iii) and 2(b)(iv) above shall apply with appropriate adjustment of dates.

3. No Head Teacher or Deputy Head Teacher in service on 31st March, 1959, in a school or department which was newly-opened or reorganised during the period 1st April, 1952, to 31st March, 1954, shall, while continuing to serve in the school or department in the capacity in which he/she was employed on 31st March, 1959, receive a smaller Head Teacher Allowance or a smaller Deputy Head Teacher Allowance than he/she would have been eligible to receive under the operation of the Burnham Report as in force on that date.

Part C

Conditions of the application of Unit Totals and Review Averages in determining the "score" for graded posts

The provisions in the paragraphs which follow are related to those in Section M.

1. Subject to the conditions of paragraph 2 immediately following, the "score" for graded posts for a school or department shall be calculated as follows:—

(a) For the period from 1st October, 1959, to 31st March, 1961, on the review average for 1958.

(b) For the three years beginning 1st April, 1961, on the review average for 1961.

(c) For every three years thereafter beginning 1st April, the procedure in (b) above shall apply with appropriate adjustment of dates.

2. The "score" for a school or department which was newly-opened or reorganised on or after 1st April, 1951, shall be assessed as follows:—

(a) *Newly-opened or reorganised during the period 1st April, 1951, to 31st March, 1954.*

For the period from 1st October, 1959, to 31st March, 1961, on the review average for 1958, or the unit total for 1958, whichever is the greater.

From 1st April, 1961, and thereafter, under paragraphs 1 (b) and (c) above.

(b) *Newly-opened or reorganised during the period 1st April, 1954, to 30th September, 1959.*

(i) *In the year beginning 1st April, 1954:—*

For the period from 1st October, 1959, to 31st March, 1960, on the unit total for 1959, or the unit total for 1956, 1957 or 1958, whichever is the greatest.

For the year beginning 1st April, 1960, on the unit total for 1960, or the unit total for 1956, 1957, 1958 or 1959, whichever is the greatest.

For the three years beginning 1st April, 1961, on the review average for 1961, or the unit total for 1961, whichever is the greater, subject to the provisions of paragraph 6 of Section M.

From 1st April, 1964, and thereafter, under paragraph 1 (c) above.

(ii) *In the year beginning 1st April, 1955:—*

For the period from 1st October, 1959, to 31st March, 1960, on the unit total for 1959, or the unit total for 1957 or 1958, or the estimated unit total for 1957, whichever is the greatest.

For the year beginning 1st April, 1960, on the unit total for 1960, or the unit total for 1957, 1958 or 1959, or the estimated unit total for 1957, whichever is the greatest.

For the three years beginning 1st April, 1961, on the review average for 1961, or the unit total for 1961, whichever is the greater, subject to the provisions of paragraph 6 of Section M.

From 1st April, 1964, and thereafter, under paragraph 1 (c) above.

(iii) *In the year beginning 1st April, 1956:—*

For the period from 1st October, 1959, to 31st March, 1960, on the unit total for 1959, or the unit total for 1958, or the estimated unit total for 1958, whichever is the greatest.

For the year beginning 1st April, 1960, on the unit total for 1960, or the unit total for 1958 or 1959, or the estimated unit total for 1958, whichever is the greatest.

APPENDIX VII—continued

For the three years beginning 1st April, 1961, on the review average for 1961, or the unit total for 1961, whichever is the greater, subject to the provisions of paragraph 6 of Section M.

From 1st April, 1964, and thereafter, under paragraph 1 (c) above.

(iv) *In the year beginning 1st April, 1957:—*

For the period from 1st October, 1959, to 31st March, 1960, on the unit total for 1959, or the estimated unit total for 1959, whichever is the greater.

For the year beginning 1st April, 1960, on the unit total for 1960, or the unit total for 1959, or the estimated unit total for 1959, whichever is the greatest.

For the year beginning 1st April, 1961, on the unit total for 1961, or the unit total for 1959 or 1960, or the estimated unit total for 1959, whichever is the greatest.

For the year beginning 1st April, 1962, on the unit total for 1962, or the unit total for 1959, 1960 or 1961, or the estimated unit total for 1959, whichever is the greatest.

For the year beginning 1st April, 1963, on the unit total for 1963, or the unit total for 1959, 1960, 1961 or 1962, or the estimated unit total for 1959, whichever is the greatest.

For the three years beginning 1st April, 1964, on the review average for 1964, or the unit total for 1964, whichever is the greater, subject to the provisions of paragraph 6 of Section M.

From 1st April, 1967, and thereafter, under paragraph 1 (c) above.

(v) *In the year beginning 1st April, 1958:—*

For the period from 1st October, 1959, to 31st March, 1960, on the estimated unit total for 1960.

For the year beginning 1st April, 1960, on the unit total for 1960, or the estimated unit total for 1960, whichever is the greater.

For the year beginning 1st April, 1961, on the unit total for 1961, or the unit total for 1960, or the estimated unit total for 1960, whichever is the greatest.

For the year beginning 1st April, 1962, on the unit total for 1962, or the unit total for 1960 or 1961, or the estimated unit total for 1960, whichever is the greatest.

For the year beginning 1st April, 1963, on the unit total for 1963, or the unit total for 1960, 1961 or 1962, or the estimated unit total for 1960, whichever is the greatest.

For the three years beginning 1st April, 1964, on the review average for 1964, or the unit total for 1964, whichever is the greater, subject to the provisions of paragraph 6 of Section M.

From 1st April, 1967, and thereafter, under paragraph 1 (c) above.

(vi) *In the period from 1st April, 1959, to 30th September, 1959:—*

For the period from 1st October, 1959, to 31st March, 1961, on the estimated unit total for 1961.

For the year beginning 1st April, 1961, on the unit total for 1961, or the estimated unit total for 1961, whichever is the greater.

For the year beginning 1st April, 1962, on the unit total for 1962, or the unit total for 1961, or the estimated unit total for 1961, whichever is the greatest.

For the year beginning 1st April, 1963, on the unit total for 1963, or the unit total for 1961 or 1962, or the estimated unit total for 1961, whichever is the greatest.

For the three years beginning 1st April, 1964, on the review average for 1964, or the unit total for 1964, whichever is the greater, subject to the provisions of paragraph 6 of Section M.

From 1st April, 1967, and thereafter, under paragraph 1 (c) above.

(c) *Newly-opened or reorganised during the period 1st October, 1959, to 31st March, 1963.*

(i) *In the period from 1st October, 1959, to 31st March, 1960:—*

For the period from date of opening or reorganisation until 31st March, 1961, on the estimated unit total for 1961.

For the year beginning 1st April, 1961, on the unit total for 1961, or the estimated unit total for 1961, whichever is the greater.

For the year beginning 1st April, 1962, on the unit total for 1962, or the unit total for 1961, or the estimated unit total for 1961, whichever is the greatest.

APPENDIX VII—continued

For the year beginning 1st April, 1963, on the unit total for 1963, or the unit total for 1961 or 1962, or the estimated unit total for 1961, whichever is the greatest.

For the three years beginning 1st April, 1964, on the review average for 1964, or the unit total for 1964, whichever is the greater, subject to the provisions of paragraph 6 of Section M.

From 1st April, 1967, and thereafter, under paragraph 1 (c) above.

(ii) *In the year beginning 1st April, 1960:—*

For the period from date of opening or reorganisation until 31st March, 1962, on the estimated unit total for 1962.

For the year beginning 1st April, 1962, on the unit total for 1962, or the estimated unit total for 1962, whichever is the greater.

For the year beginning 1st April, 1963, on the unit total for 1963, or the unit total for 1962, or the estimated unit total for 1962, whichever is the greatest.

For the year beginning 1st April, 1964, on the unit total for 1964, or the unit total for 1962 or 1963, or the estimated unit total for 1962, whichever is the greatest.

For the year beginning 1st April, 1965, on the unit total for 1965, or the unit total for 1962, 1963 or 1964, or the estimated unit total for 1962, whichever is the greatest.

For the year beginning 1st April, 1966, on the unit total for 1966, or the unit total for 1962, 1963, 1964 or 1965, or the estimated unit total for 1962, whichever is the greatest.

For the three years beginning 1st April, 1967, on the review average for 1967, or the unit total for 1967, whichever is the greater, subject to the provisions of paragraph 6 of Section M.

From 1st April, 1970, and thereafter, under paragraph 1 (c) above.

(iii) *In the year beginning 1st April, 1961:—*

For the period from date of opening or reorganisation until 31st March, 1963, on the estimated unit total for 1963.

For the year beginning 1st April, 1963, on the unit total for 1963, or the estimated unit total for 1963, whichever is the greater.

For the year beginning 1st April, 1964, on the unit total for 1964, or the unit total for 1963, or the estimated unit total for 1963, whichever is the greatest.

For the year beginning 1st April, 1965, on the unit total for 1965, or the unit total for 1963 or 1964, or the estimated unit total for 1963, whichever is the greatest.

For the year beginning 1st April, 1966, on the unit total for 1966, or the unit total for 1963, 1964 or 1965, or the estimated unit total for 1963, whichever is the greatest.

For the three years beginning 1st April, 1967, on the review average for 1967, or the unit total for 1967, whichever is the greater, subject to the provisions of paragraph 6 of Section M.

From 1st April, 1970, and thereafter, under paragraph 1 (c) above.

(iv) *In the year beginning 1st April, 1962:—*

For the period from date of opening or reorganisation until 31st March, 1964, on the estimated unit total for 1964.

For the year beginning 1st April, 1964, on the unit total for 1964, or the estimated unit total for 1964, whichever is the greater.

For the year beginning 1st April, 1965, on the unit total for 1965, or the unit total for 1964, or the estimated unit total for 1964, whichever is the greatest.

For the year beginning 1st April, 1966, on the unit total for 1966, or the unit total for 1964 or 1965, or the estimated unit total for 1964, whichever is the greatest.

For the three years beginning 1st April, 1967, on the review average for 1967, or the unit total for 1967, whichever is the greater, subject to the provisions of paragraph 6 of Section M.

From 1st April, 1970, and thereafter, under paragraph 1 (c) above.

(d) *Newly-opened or reorganized subsequent to 31st March, 1963.*

The procedure in sub-paragraphs 2(c)(ii), 2(c)(iii) and 2(c)(iv) above shall apply with appropriate adjustment of dates.

APPENDIX VIII

1. Grading of Posts of Head of Department

(Reference Section L)

(a) In determining the grading of an allowance for a post of Head of Department the Local Education Authority should have regard to the size of the department and its importance in the curriculum, to the number of teachers engaged and to the amount of advanced work, as defined in paragraph 1 of Section L, undertaken. In the case of a subject department, however, the fact that only one teacher is engaged in teaching the subject or that there is no advanced work need not preclude the establishment of a post of Head of Department in that subject if the Authority is satisfied that the circumstances in the school justify such establishment.

Normally in schools up to Group VII or VIII, Grade A only will be required. In schools from Group VIII or IX to Group XI or XII, Grade B will be used for the more important departments and Grade A for the less important. In schools in Group XII or XIII to Group XVI or XVII, Grade C will be used for the most important departments and Grades A and/or B for the others according to their size and importance. In schools in Group XVII or XVIII or above, Grade D will be used for the most important departments and the lower Grades for the others according to the load of work in each.

(b)(i) Posts of Head of Department may be established in other circumstances, for example, where a teacher is not attached to the staff of a particular school, but is responsible for a special centre, or, where a school is organised in separate buildings and a teacher is in charge of a substantial annexe, although he does not take responsibility for a subject.

(ii) In large schools of say 1,000 pupils or more where the school is organised in sections, for example, lower school, middle school, a teacher in charge of such a section may be appointed as a Head of Department.

In all of these cases it is for the Authority to determine the appropriate grade of allowance, having regard to the responsibility involved in the particular post.

2. Application of "score" for graded posts in Secondary Technical Schools attached to Establishments for Further Education

(Reference Section N)

The provision in paragraph 2 of Section N which enables a local education authority, in its discretion, to vary the provisions of paragraph 3 of Section M, is intended by the Committee to meet the particular needs of a Secondary Technical School where a substantial proportion of the staff of the school, are, under the provisions of paragraph 1 of Appendix I to this Report, paid under the Burnham Further Education Report. In such a school it would be appropriate to reduce the "score" of graded posts to a "score" properly related to the number of the staff of the school who are paid under the provisions of this Report and it is the intention of the Committee that such adjustment should place the members of the staff of the school on a footing parallel to that obtaining in a comparable Secondary Technical School not attached to an Establishment for Further Education.

APPENDIX IX

Relevant Extracts from Previous Reports

Relevant Sections of previous Reports which are referred to in the main text of this Report are reproduced below.

1. Section 4 (a) of the 1920 Secondary Report (to which paragraph 3 (c) of Section C of this Report refers):

"Additions to the above scales (Scales for Assistant Masters and Mistresses).

For a good Honours degree (as defined in Section 6), to the minimum £25; to the maximum £50, the normal scale increments to apply throughout."

Section 4(3)(a) of the 1921 Technical Report is in similar sense.

The amounts of £24 and £48 were later substituted for £25 and £50 respectively. (Recommendations appended to the Award of The Rt. Hon. The Viscount Burnham in respect of the salaries of teachers, June, 1925.)

Section 6 (a), (b) and (c) of the 1920 Secondary Report reads as follows:

" 6.(a) For the purpose of computing the salary under these scales, a first-class honours degree of any University in the United Kingdom of Great Britain and Ireland shall be recognised as a good honours degree, and successful research work or other post-graduate achievement may be similarly recognised.

(b) A second-class honours degree shall not be so recognised unless the circumstances appear to merit such recognition.

(c) Where a Local Education Authority has refused to recognise a second-class honours degree for this purpose, the Teacher concerned may appeal to the Reference Committee (to be appointed under Section 21) against the decision of the Local Education Authority, always provided that such appeal has been sanctioned by the Teachers' Panel of the Standing Joint Committee."

2. Paragraph 3 (c) of Section C of the Burnham Primary and Secondary Schools Report, 1956 (to which paragraph 3 (c) of Section C of this Report refers):

" (c) A teacher who, on 30th September, 1956, was in receipt of an allowance awarded under Section 4(a) of the 1920 Secondary Report or Section 4(3)(a) of the 1921 Technical Report of the Burnham Committee (see Appendix IX) shall, so long as he/she remains on the staff of the school, continue to receive an allowance over and above the scale salary at a rate not less than that which the teacher was entitled to receive on 30th September, 1956, under paragraph 2(c) of Section K of the Burnham Primary and Secondary Schools Report, 1954 (see Appendix IX), provided that such an allowance shall not be held concurrently with a Good Honours degree addition under sub-paragraph 3(b) above."

3. Appendix V of the Elementary and Secondary Reports of 1938 (to which Part B of Appendix III to this Report refers):

Appendix V of Burnham Elementary Report, 1938

**"WAR SERVICE RECOGNISED FOR THE PURPOSES OF
SECTION 9(b)(i) OF THIS REPORT"**

Men Teachers

1. In respect of teachers who fall into the categories referred to in paragraphs 2, 3, 4, 5 and 6 below, War Service of the following kinds may be reckoned as equivalent to teaching service:

(a) War Service (as soldiers, sailors or airmen) with H.M. Forces.

N.B.—In the case of teachers who were transferred to Army Reserve W, such service with Army Reserve W is not service with the Forces of the Crown within the meaning of this paragraph; the date of demobilisation, however, for the purposes of paragraphs 3(c), (d) and (e) below, may be taken to be the date of discharge from Army Reserve W.

(b) A period of disablement, up to a maximum of 12 months, provided that satisfactory evidence is produced that the teacher was unable to resume teaching duties, or in the cases referred to in paragraphs 3 and 4 below, to complete his preparation for the teaching profession, after demobilisation, owing to medical treatment for wounds or other disabilities contracted when on War Service with H.M. Forces.

(c) War service with allied armies in a combatant capacity, provided that the teacher was in recognised teaching service in England, Wales or Scotland before the War.

(d) War service which has been accepted by the Naval and Military Authority for the purpose of the issue of the Victory Medal or the Mercantile Marine War Medal.

2. Men who before enlistment were recognised as teachers in England and Wales or in Scotland, and were serving in one of the institutions mentioned in Appendix IV, either immediately before enlistment or immediately after demobilisation. In these cases the war service will normally be counted as equivalent to teaching service in the capacity in which the teacher was recognised before his entry on war service.

3. In the following cases where teachers were in definite stages of acquiring qualifications for employment as Certificated Teacher, and would, in the ordinary course have obtained permanent employment in that capacity at a considerably earlier date if they had not joined the Forces, war service may be reckoned as equivalent to teaching service as a Certificated Teacher:

(a) Students whose Training College course was interrupted during the War, and who either completed a course satisfactorily after demobilisation, or were given a Provisional Certificate;

(b) Students who before joining the Forces had been accepted by a Training College for admission and who either completed a course satisfactorily after demobilisation, or obtained recognition as Certificated Teachers by passing the Acting Teacher's Certificate Examination not later than the first examination following the expiry of 12 months from the date of demobilisation;

- (c) Pupil Teachers and Student Teachers, who before joining the Forces, although not yet accepted by a Training College for admission, were then qualified for admission, and who either entered a Training College at the earliest opportunity after demobilisation and completed the course satisfactorily, or passed the Acting Teacher's Certificate Examination not later than the first examination following the expiry of 12 months from the date of demobilisation;
- (d) Uncertificated Teachers of not more than two years' standing at the time of joining the Forces, who either (a) entered a Training College within 12 months of demobilisation and completed a course of training satisfactorily; or (b) passed the Acting Teacher's Certificate Examination not later than the next Examination following expiry of 12 months from the date of demobilisation;
- (e) Uncertificated Teachers of not more than two years' standing at the time of joining the Forces, who were unable to enter Training College within 12 months of demobilisation owing to wounds or other disabilities contracted when on war service, or to lack of Training College accommodation, and who either:
- (i) Entered a Training College within two years of demobilisation (or of the Armistice, if demobilisation took place before the Armistice) and completed a course of training satisfactorily; or
 - (ii) Passed the Acting Teacher's Certificate Examination not later than the next examination following the expiry of two years from the date of demobilisation.

In cases where a claim is made on the ground of lack of Training College accommodation, evidence will be required that the teacher made application for entry to Training College within 12 months of demobilisation (or of the Armistice, if demobilisation took place before the Armistice).

4. Consideration on merits is also given to the case of any teacher who does not satisfy (3) above, provided that the teacher became Certificated at the earliest opportunity after demobilisation and can produce substantial evidence, beyond that indicated, for example, by mere tenure of a Bursarship or Student or Pupil-Teachership, that he was in a definite stage of acquiring qualifications for recognition as a Certificated Teacher before joining the Forces.

5. In the case of Handicraft Teachers who before enlistment were undergoing a course of training in a Training College for Handicraft (e.g., Shoreditch or one of the Scottish Training Colleges), and whose course of training was interrupted by war service, the war service may be counted on the scale which is appropriate to the teacher's status after the War.

N.B. This does not apply to other teachers who claim to have been preparing, for example, for the City and Guilds Examination.

6. Public Elementary School Teachers who immediately before enlistment were serving in approved educational institutions (Appendix IV above) and who at that time held academic qualifications for recognition under the Code, may for this purpose be regarded as though they had been recognised under the Code at the earliest date from which recognition could have been given if all their service had been in Public Elementary Schools.

Women Teachers

7. The war service of Women Teachers who have been awarded the Victory Medal may be reckoned as equivalent to teaching service in the capacity in which the teacher was recognised before the War, provided that the service in respect of which that medal was awarded commenced before 14th June, 1917, the date upon which Circular 1003 was issued.

General

8. The following conditions are applicable to the teachers mentioned above in connection with the counting of war service:

- (a) Service before the age of 18 should not be counted.
- (b) No service for which a teacher volunteered after the Armistice should be counted.*
- (c) If the total period spent in a Training College by a College-trained teacher falls short of two years, the difference between two years and the period actually spent in the College (both before and after enlistment) should be deducted from any period allowed for war service."

* No general ruling can be given with regard to the date up to which Army Service after the Armistice may be counted for increments on the Standard Scale of Salaries. So far as the Army and Royal Air Force are concerned, it may be assumed that a teacher had no post-Armistice Volunteer service if he were demobilised before 1st July, 1919. There was no post-Armistice Volunteer service in the Royal Navy.

Appendix V of Burnham Secondary Report, 1938

WAR SERVICE. (SECTION 16(a) (iv) OF REPORT)

1. The following types of war service (see Circulars 1244, 1318 and 1336) may be counted for increment purposes:

- (a) Service with H.M. Forces (Soldiers, Sailors or Airmen).
- (b) A period of disablement owing to medical treatment for wounds or other disabilities contracted when on war service with H.M. Forces, up to a maximum of 12 months, on production of satisfactory evidence that the Teacher was unable to resume or continue teaching duties, or was unable after demobilisation to complete his preparation for the teaching profession.
- (c) Service with the Allied armies in a combatant capacity, provided that the Teacher was in recognised teaching service in England, Wales or Scotland before the war.
- (d) Service which has been accepted by the Naval or Military Authority for the purpose of the issue of the Victory Medal or the Mercantile Marine War Medal.

2. The following are examples of types of war service which are not taken into account for increment purposes:

- (a) Voluntary periods of service after the Armistice (but provided they do not exceed 12 months in duration, they do not invalidate actual service during the war from being counted).
- N.B.—There was no voluntary service with the Navy.
- (b) Service with Army Reserve W. In the case of Teachers who had service with the Forces prior to transfer to Army Reserve W, the date of demobilisation may be taken to be the date of discharge from Army Reserve W.
- (c) A period of internment as a civilian prisoner of war.
- (d) Munitions work.
- (e) Service in a University O.T.C. (N.B.—This does not include service in the Artists Rifles O.T.C. or Inns of Court O.T.C. which is regarded as war service.)
- (f) Service with the Forces of the Crown before the age of 18.

3. The following classes of Teachers are allowed to count war service as defined in paragraph 1 above for increment purposes:

- (a) Men who were serving as full-time Teachers at the outbreak of the war or later—provided that they resumed such teaching at the first opportunity after demobilisation, or the interval between demobilisation and resuming teaching was occupied by a full-time course of study for a degree, or in preparation for the teaching profession.

(b) New Entrants—Graduates:

As regards men Teachers who only commenced full-time teaching service after the war and had not been in any other occupation prior to the war, war service is counted for increment purposes on the Graduate Scale, subject to the following conditions:—

- (i) The Teacher must have entered upon full-time teaching service at the first opportunity after demobilisation, or after the completion of a full-time course of study for a degree, or in preparation for the teaching profession. A short period of temporary teaching service whilst waiting for admission to the University is ignored.
- (ii) If the total period spent in such full-time course of study falls short of three years, the difference between three years and the period actually spent in the course (both before and after enlistment) is deducted from any period allowed (for salary purposes) for service with the Forces. For this purpose, the University year is taken as commencing on 1st August and ending on 31st July.

(c) New Entrants—Non-Graduates:

- (i) Men possessing qualifications accepted by the Board as equivalent to a degree are treated as Graduates and dealt with as in (b) above.
- (ii) Certificated Assistant Masters are dealt with in accordance with Circular 1227 (see Appendix V to Standard Scales Report).
- (iii) In the case of other Assistant Masters, war service is counted only if the Teacher possesses suitable and substantial qualifications based upon a course of full-time study of at least two years' duration (e.g., courses of study in Art or Music). In such cases the normal period of full-time study required for the qualification is substituted for three years in (b) (ii) above.

- (d) In the case of women Teachers war service is counted only if it is of the type coming under paragraph 1 (d), was commenced before 14th June, 1917, and if the teachers concerned satisfy the conditions set forth in (a), (b) or (c) preceding.

4. War service is counted for increments on the scale which was appropriate to the Teacher before his entry on war service, except in the following cases:

- Teachers who proceeded to a University and obtained a degree before resuming teaching are treated as new entrants (see paragraph 3 (b) preceding).
- Teachers in foreign service prior to the war, who resumed teaching in a School in England, Wales or Scotland immediately on demobilisation, have their war service counted on the same scale as is appropriate to their post-war service. If, however, they returned to foreign service after demobilisation, their war service is not counted for increment purposes.
- In the case of Teachers serving in Secondary or Technical Schools before the war who were awarded War Degrees whilst on Active Service, the war service is counted at Non-Graduate rates up to the date of the award of the War Degree, and at Graduate rates afterwards."

4. Paragraph 7 of Part A of Appendix IV to the Burnham Primary and Secondary Schools Report, 1956 (to which paragraph 6 of Part A of Appendix IV to this Report refers):

"7. Study or training undertaken before attaining the age of 17 years is not eligible to be taken into account for the purposes of this Appendix, except in the case of a course beginning at the Autumn Term. In this case if the student attains the age of 17 years by 1st October in the first year of the course the whole period may be taken into account."

5. Sections 8, 9 and 10 of the 1927 Secondary Report (to which paragraph I (i) of Part B of Appendix V to this Report refers):

"Consideration for Existing Teachers"

8. A Local Education Authority in considering the placing of Non-Graduate teachers on the Graduate Scale, should accept a less exacting standard for teachers who were in the service of the Authority on 1st September, 1920.

Non-Graduate Teachers already placed on a Graduate Scale

9. In Schools to which this Report relates where there were in force definite scales for Graduates and Non-Graduates prior to 1st September, 1920, or the date of the adoption of the 1920 Report if later, and where a Non-Graduate teacher had been placed by the Local Education Authority on such Graduate Scale, such recognition shall continue in the application of the new scale.

Long Service Non-Graduate Teachers

10. In Schools to which this Report relates, the Local Education Authority is recommended to recognise the case of Non-Graduate teachers of adequate educational qualifications whose service in such Schools has been of a meritorious character and who were appointed on or before 1st April, 1912, by placing such Teachers on the Graduate Scale."

Sections 7, 8, 9 of the 1921 Technical Report and Sections 8, 9, 10 of the 1920 Secondary Report and the 1927 Technical Report are in similar sense.

6. Section 3 (3) (a) (ii) of the 1938 Technical Report (to which paragraph I (ii) of Part B of Appendix V to this Report refers):

"Grade III—Graduate Assistants"

Assistants in this Grade will be of two kinds:

-
- those whose industrial or commercial qualifications and teaching or other experience entitle them in the opinion of the Local Education Authority to be placed in this grade.

Note.—The Board's approval must be sought for all cases proposed under (ii)."

Section 4 (3) (b) of the 1921 Technical Report and Section 3 (3) (a) (ii) of the 1927 Technical Report are in similar sense.

7. Paragraph 2 of Part A of Appendix VII to the Burnham Primary and Secondary Schools Report, 1954 (to which paragraph 2 of Part A of Appendix VII to this Report refers):

"2. In the case of a Primary or Secondary School or Department, other than a Special School, the number of pupils as thus ascertained is further classified according to their ages as at 31st March following.

For this purpose the age of any pupil at the relevant date shall be determined by reference to the anniversary of his/her birth, e.g., a pupil shall not be deemed to have attained the age of 15 years until the 15th anniversary of his/her birthday.

The "unit total" is calculated as follows:

For each pupil under 15 years of age (including children under 5 years of age)	Count 1 unit
For each pupil aged 15 and under 16	Count 4 units
For each pupil aged 16 and under 17	Count 7 units
For each pupil aged 17 and over	Count 10 units"

APPENDIX X

1. Assistant Teachers

Basic Scale salary and scales including additions for various qualifications but excluding training additions

Completed years of service	Non-Graduate Qualified Teacher		Graduate		Good Honours Graduate	
	Men	Women	Men	Women	Men	Women
0 ..	£ s.	£	£ s.	£	£ s.	£
1 ..	520 0	468	610 0	540	685 0	600
2 ..	547 10	490	637 10	562	712 10	622
3 ..	575 0	512	665 0	584	740 0	644
4 ..	602 10	534	692 10	606	767 10	666
5 ..	630 0	556	720 0	628	795 0	688
6 ..	657 10	578	747 10	650	822 10	710
7 ..	685 0	600	775 0	672	850 0	732
8 ..	712 10	622	802 10	694	877 10	754
9 ..	740 0	644	830 0	716	905 0	776
10 ..	767 10	666	857 10	738	932 10	798
11 ..	795 0	688	885 0	760	960 0	820
12 ..	822 10	710	912 10	782	987 10	842
13 ..	850 0	732	940 0	804	1,015 0	864
14 ..	877 10	754	967 10	826	1,042 10	886
15 ..	905 0	776	995 0	848	1,070 0	908
16 ..	932 10	800	1,022 10	872	1,097 10	932
17 ..	960 0		1,050 0		1,125 0	
	1,000 0		1,090 0		1,165 0	

For teachers who satisfy the conditions laid down in the Report, additions up to a maximum of 4 increments each of £30 for men and £24 for women are payable in addition to the above scales.

Under the equal pay arrangements in Section A (1) of this Report an increment of five-sevenths of the difference between the salary for a woman and that for a man is payable for the period 1st October, 1959, to 31st March, 1960; a further increment becomes payable on 1st April, 1960, and full equality in pay is reached on 1st April, 1961.

2. Assistant Teachers—Men

Scales including additions for various qualifications and grades of posts but excluding training additions

Completed years of service	Non-Graduate Qualified Teacher			Graduate			Good Honours Graduate		
	Graded Post			Graded Post			Graded Post		
	Scale I	Scale II	Scale III	Scale I	Scale II	Scale III	Scale I	Scale II	Scale III
0	£ s.	£ s.	£ s.	£ s.	£ s.	£ s.	£ s.	£ s.	£ s.
1	610 0	670 0	730 0	700 0	760 0	820 0	775 0	835 0	895 0
2	637 10	697 10	757 10	727 10	787 10	847 10	802 10	862 10	922 10
3	665 0	725 0	785 0	755 0	815 0	875 0	830 0	890 0	950 0
4	692 10	752 10	812 10	782 10	842 10	902 10	857 10	917 10	977 10
5	720 0	780 0	840 0	810 0	870 0	930 0	885 0	945 0	1,005 0
6	747 10	807 10	867 10	837 10	897 10	957 10	912 10	972 10	1,032 10
7	775 0	835 0	895 0	865 0	925 0	985 0	940 0	1,000 0	1,060 0
8	802 10	862 10	922 10	892 10	952 10	1,012 10	967 10	1,027 10	1,087 10
9	830 0	890 0	950 0	920 0	980 0	1,040 0	995 0	1,055 0	1,115 0
10	857 10	917 10	977 10	947 10	1,007 10	1,067 10	1,022 10	1,082 10	1,142 10
11	885 0	945 0	1,005 0	975 0	1,035 0	1,095 0	1,050 0	1,110 0	1,170 0
12	912 10	972 10	1,032 10	1,002 10	1,062 10	1,122 10	1,077 10	1,137 10	1,197 10
13	940 0	1,000 0	1,060 0	1,030 0	1,090 0	1,150 0	1,105 0	1,165 0	1,225 0
14	967 10	1,027 10	1,087 10	1,057 10	1,117 10	1,177 10	1,132 10	1,192 10	1,252 10
15	995 0	1,055 0	1,115 0	1,085 0	1,145 0	1,205 0	1,160 0	1,220 0	1,280 0
16	1,022 10	1,082 10	1,142 10	1,112 10	1,172 10	1,232 10	1,187 10	1,247 10	1,307 10
17	1,050 0	1,110 0	1,170 0	1,140 0	1,200 0	1,260 0	1,215 0	1,275 0	1,335 0
18	1,090 0	1,150 0	1,210 0	1,180 0	1,240 0	1,300 0	1,255 0	1,315 0	1,375 0

For teachers who satisfy the conditions laid down in the Report, additions up to a maximum of 4 increments each of £30 are payable in addition to the above scales.

3. For the purpose of illustration, the following examples indicate the method of assessing salary with additions. All the examples, except for Example (vii), relate to men teachers. The method of assessment is similar for women teachers, the equal pay increment being payable in addition.

A uniform incremental date of 1st April has been used and except in Example (ii) continuity of teaching service from 1st April, 1959, has been assumed.

- (i) Qualified Assistant Teacher Non-graduate 2 years trained with 14 years 1 month service on 30th September, 1959. (13 years 7 months service to 31st March, 1959).

Minimum of basic Qualified Teachers' scale	£	s.	d.
13 7/12ths increments of £27 10s. in respect of 13 years 7 months service to 31st March, 1959	520	-	-
Salary from 1st October, 1959	373	10	10
Increment of £27 10s. in respect of service from 1st April, 1959 to 31st March, 1960	893	10	10 per annum
Salary from 1st April, 1960	27	10	-
	921	-	10 per annum

- (ii) Qualified Assistant Teacher Non-graduate 2 years trained who left teaching service on 31st August, 1958, and was re-appointed on 1st September, 1959. Total service to 31st August, 1959, 3 years 7 months.

Minimum of basic Qualified Teachers' scale	£	s.	d.
3 2/12ths increments of £27 10s. in respect of the 3 years 2 months service to 31st March, 1959, of a comparable existing teacher similarly employed in continuous service since 1st April, 1959. (See paragraph 4 of Part A of Appendix II)	520	-	-
Salary from 1st October, 1959	87	1	8
Assuming continuous service from 1st October, 1959, an increment of £27 10s. accrues on 1st April, 1960	607	1	8 per annum
Salary from 1st April, 1960	634	11	8 per annum

- (iii) Non-graduate Head of Department Grade B with 15 years 4 months service to 30th September, 1959. (14 years 10 months service to 31st March, 1959).

Minimum of basic Qualified Teachers' scale	£	s.	d.
14 10/12ths increments of £27 10s. in respect of 14 years 10 months service to 31st March, 1959..	520	-	-
Head of Department Grade B allowance	407	18	4
Salary from 1st October, 1959	240	-	-
Increment of £27 10s. in respect of service from 1st April, 1959 to 31st March, 1960	1,167	18	4 per annum
Salary from 1st April, 1960	27	10	-
	1,195	8	4 per annum

- (iv) Non-graduate Deputy Head Teacher of Group VI Primary School with 9 years 1 month service on 30th September, 1959. (8 years 7 months service to 31st March, 1959).

Minimum of basic Qualified Teachers' scale	£	s.	d.
8 7/12ths increments of £27 10s. in respect of 8 years 7 months service to 31st March, 1959	520	-	-
Deputy Head Allowance—Group VI school	236	-	10
Salary from 1st October, 1959	160	-	-
Increment of £27 10s. in respect of service from 1st April, 1959 to 31st March, 1960	916	-	10 per annum
Salary from 1st April, 1960	27	10	-
	943	10	10 per annum

- (v) Head Teacher of a Secondary (Modern) School with unit total of 650—Graduate with Pass degree—four years trained—with 15 years 3 months service on 30th September, 1959. (14 years 9 months service to 31st March, 1959).

	£	s.	d.
Minimum of basic Qualified Teachers' scale	520	—	—
Graduate addition	90	—	—
Training addition	60	—	—
14 9/12ths increments of £27 10s. in respect of 14 years 9 months service to 31st March, 1959	405	12	6
Group VII Head Teacher Allowance	500	—	—
Salary from 1st October, 1959	1,575	12	6 per annum
Increment of £27 10s. in respect of service from 1st April, 1959 to 31st March, 1960	27	10	—
Salary from 1st April, 1960	1,603	2	6 per annum

- (vi) Head Teacher of Secondary (Grammar) School with unit total of 2,500—Good Honours Graduate—five years trained—with 23 years 1 month service to 31st March, 1959.

	£	s.	d.
Maximum of basic Qualified Teachers' scale	1,000	—	—
Graduate addition	90	—	—
Good Honours degree addition	75	—	—
Training addition	90	—	—
Group XX Head Teacher Allowance	1,135	—	—
Salary from 1st October, 1959	2,390	—	— per annum (maximum)

- (vii) Graduate (Woman) 4 years trained with 19 years service to 31st March, 1959, appointed to a Scale III graded post where the employing Authority in its discretion under the provisions of paragraph 5 of Section M of the Report has decided to increase the additional payment for the graded post from £168 to £205.

	Salary as a Woman			Salary as a Man		
	£	s.	d.	£	s.	d.
Maximum of basic Qualified Teachers' scale	800	—	—	1,000	—	—
Graduate addition	72	—	—	90	—	—
Training addition	48	—	—	60	—	—
Increased Additional Payment for graded post	205	—	—	210	—	—
	1,125	—	—	1,360	—	—
Add Equal Pay Increment (5/7ths of the difference between £1,125 and £1,360)	167	17	2			
Salary from 1st October, 1959	1,292	17	2 per annum			

(Sgd.) W. P. ALEXANDER
(Authorities' Panel)
(Sgd.) R. GOULD
(Teachers' Panel)

} Joint Hon. Secretaries

(Sgd.) THOMAS CREED
(Chairman)

20th July, 1959.

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